RAISE A GLASS FOR A STIRLING EFFORT!

THE CIRCULAR ECONOMY AND HOW DACC MEMBERS ARE LEADING THE WAY

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In a never to be forgotten week of celebrations, V&A Dundee opened its doors and Slessor Gardens came alive with Festivals and family fun, before an incredible 100,000 people visited the museum within the first month of opening.

2018 has brought firsts for Dundee & Angus Chamber too – we achieved our British Chambers of Commerce (BCC) Accreditation; Department of International Trade Issuing Body status to enable us to deliver our own Export Documentation Service and we moved into 37 City Quay – a location which gives us room to grow, host events and a dedicated Member Lounge for you all to enjoy.

Your Chamber has been growing too: recognised as the fastest growing Chamber in the BCC network. Joining as the 53rd Chamber and then learning that in the year to December 2017 we saw the strongest growth in member numbers, is both humbling and inspiring. It is testament to the commitment of our team to deliver a strong suite of member benefits, to engage and retain existing members, and bring new members on board too. I am immensely proud to work with such a great team of staff and directors.

We’ve grown the team and seen some changes in our Board of Directors too – you can read more about the people who work hard to drive the Chamber forward in support of the business community in Dundee & Angus as you read on in this, the first of our new CONNECTED Chamber Business Magazine.

As you will read, we are theming our magazines, and this time we are delighted to be showcasing the circular economy and the Circular Tayside project, which we are working on with Zero Waste Scotland, Perthshire Chamber of Commerce and Ricardo.

The Circular Tayside initiative follows a recent research study commissioned by Zero Waste Scotland that has identified the economic potential of circular economy opportunities in our region. The savings were found within the priority sectors of: Food & Drink/Agriculture, Manufacturing, Energy/Oil & Gas and Construction.

You can find out more at www.circulartayside.co.uk.

We hope you like CONNECTED!

Alison Henderson, CEO
DUNDEE & ANGUS CHAMBER CELEBRATES 700TH MEMBER

DACC hosted a group of new members at 37 City Quay to celebrate achieving a great milestone as membership numbers grow to more than 700 local businesses.

Amongst the members at the celebration event, who joined during October, were Angus-based Caledonia Touch and ACTION Coach, along with Cherwell Software and Heritage Portfolio, operating from the heart of Dundee’s Waterfront.

In addition, the Chamber’s newest Platinum Partner, Baker Hughes GE, was there to cement its strong commitment in working with the Chamber to support the local business community and tell the other members about its investment in the facility at Montrose.

Alison Henderson, CEO of Dundee & Angus Chamber, said: “I’m very proud of the team at the Chamber. The event was a great testament to the draw of the Chamber. Our thanks must go to Jonny Calder of Designer Events who was officially our 700th member, and to Michal Wachucik of Abermedia for documenting the occasion for us.”

Growing beyond 700 members continues Dundee & Angus Chamber’s journey as the fastest-growing Chamber in the British Chamber of Commerce Accredited chamber network.

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Meet the Board: the people who give their time and expertise to drive the strategic direction of the Chamber, to help review our business plan and support the team where they can.

At our AGM earlier this year we welcomed Ian Collins from Bank of Scotland as our new President, along with new Vice Presidents Theresa Slevin of Journeycall in Arbroath and James Buchan of Zudu in Dundee.

Whether the Directors are helping the team by attending and officiating at events, by working behind the scenes to support with technical operational issues or to host visits and roundtable discussions, your Chamber is stronger because of the input that they give.

The Chamber’s executive team has a collaborative, supportive and well-governed working relationship with the Directors. As member representatives, and business leaders in their own right, they are brought together by a shared ambition to represent the voice of the local business community.
Huge opportunities for Tayside businesses ready to embrace the circular economy

Scotland is reputed worldwide as a leader in the circular economy. But what's really happening on the ground amongst businesses? Together with Zero Waste Scotland, we take a look at the future, the impact and the stories surrounding the circular economy in Tayside.

Scotland has already garnered an international reputation as a leader in the circular economy. But while global acclaim is nice to have, what really matters is what's happening on the ground in Scotland's cities and regions.

Indeed, much of Scotland's reputation is driven by business innovation that is taking place across the country. New research shows that the emerging circular economy could be worth tens of millions of pounds to Tayside. That's why Zero Waste Scotland is working to unlock the economic potential of the circular economy here in Dundee and Angus.

A circular economy is all about 'making things last'. It's an economy in which we eradicate waste by keeping resources and products in use for as long as possible. It offers opportunities to Scottish business to develop long-lasting, quality products and services that can be leased and repaired. Alternatively, it can be about designing new products from another industry's 'waste' through effective collaboration.

This isn't just a theory – businesses across Scotland are already putting this into practice, and many of them were profiled at the Circular Economy Hotspot, which ran from 30 October to 1 November. The Hotspot was an international showcase of Scotland's progressive approach to developing a circular economy. Zero Waste Scotland hosted, with support from Scottish Government and the European Regional Development Fund. We attracted attendees from almost twenty countries, a sign of how Scotland's businesses and circular economy approach is taken seriously by a global audience.

We had the pleasure of having Scotland’s First Minister Nicola Sturgeon as a keynote speaker and she announced the publication of a new study indicating the potential value of the circular economy to the Tayside area. The study, which was commissioned by Zero Waste Scotland, indicated that the potential economic benefits in Tayside from adopting a circular economy could be as much as £404 million.

Taking a cities and regions approach when it comes to accelerating the transition towards a circular economy has many benefits. For one thing, it allows a focus on regional specialisms. For example, our work found potential major opportunities in food and drink and the wider bio-economy, totalling £14 million. These include opportunities around getting greater value from unused soft fruit and potato residues.

Tayside accounts for 49% (12,700 hectares) of the total land used for growing potatoes. Potato industry co-products and waste streams, such as proteins, fibres and starch, consist of a significant amount of the original biomass and these can be recovered and used in a biorefinery process, creating value from what might otherwise have been wasted.

“Scotland has already garnered an international reputation as a leader in the circular economy.”
Circular Tayside is part of Zero Waste Scotland’s Resource Efficient Circular Economy Accelerator Programme, which will invest £27 million in Scotland in circular economy projects until December 2019, thanks to support from the European Regional Development Fund (ERDF).

Concentrating on smaller geographic areas also provides a great testing ground for zero waste initiatives and circular business models. It also allows us to work with long-established regional partners who know their city inside out – its needs, its potential, and who to talk to.

Of course, calculating the potential of the circular economy is one thing – making it happen is a much bigger challenge. That’s why Zero Waste Scotland is working with Dundee & Angus Chamber of Commerce and Perthshire Chamber of Commerce to deliver Circular Tayside. This initiative will help small and medium enterprises (SMEs) in the region identify and capitalise on circular economy opportunities.

Circular Tayside is holding a series of events and workshops to help businesses understand what the circular economy can mean for them, the potential benefits for their business and the local economy, and the support available to help implement these new opportunities. Details of these events are available at circulartayside.co.uk

Businesses here in Tayside are already making the transition.

Alongside the research of the potential of the circular economy, the First Minister also announced the latest group of businesses to receive funding through the Circular Economy Investment Fund, including Angus 3D Solutions, based in Brechin (see column). They received a £175,000 grant to enable them to bring the latest metal 3D printing technology to Scotland. This will reduce waste in the design process and extend the lifespan of machinery by allowing obsolete parts to be manufactured from 3D scans – cheaper, faster and using less input materials than traditional manufacturing.

Zero Waste Scotland was so impressed it invited Andy to apply for a grant from its Circular Economy Investment Fund – part of the Resource Efficient Circular Economy Accelerator Programme, supported by the Scottish Government and the European Regional Development Fund – to buy the world’s most advanced metal printing machine, the Markforged Metal X. The fund provides funding and support for SMEs in Scotland to be more resource-efficient and create a more circular economy.

The machine uses the latest Atomic Diffusion Additive Manufacturing (ADAM) technology – where metal powders are encased in plastic binders which are then melted off – to create objects with unprecedented levels of detail as well as faster than ever. It’s believed the only machines in the UK to date are owned by a Formula One team and universities. None are available for external commercial use.

The machine, expected to arrive at the Brechin start-up in December, will be used to make new components for industries as diverse as oil and gas, medical and satellites and in the reverse engineering of obsolete parts. It’s expected to help the business gain new clients as well as aid the growth of the circular economy in Scottish manufacturing.

Speaking about the grant, Andy Simpson said: “I have been working with the Chamber as a Circular Tayside Ambassador to help promote the benefits in adopting a Circular Economy in business. So, I’m naturally delighted we’ve received this grant because it will help our clients and the Scottish manufacturing industry develop their circular economy. “Scotland has an impressive manufacturing history, to maintain and further develop this we must embrace the latest additive manufacturing technology and making it accessible and encourage the next generation to look at manufacturing as a career choice”.

ANGUS 3D WILL HELP DELIVER UP TO £1BN IN CIRCULAR ECONOMY BENEFITS

DACC member Angus 3D printing start-up is set to help deliver up to £1 billion of benefits to the economy of North-East Scotland by bringing cutting-edge F1 technology to Scotland for the first time, thanks to a £175,000 grant from Zero Waste Scotland.

Last year Brechin-based global manufacturing veteran Andy Simpson was invited to make a presentation to Zero Waste Scotland and CEED on how additive manufacturing can aid the circular economy. He explained this can be done by reducing waste in the design process and extending the lifespan of machinery by allowing obsolete parts to be manufactured from 3D scans – cheaper, faster and using less input materials than traditional manufacturing.
WHY IT’S CRUCIAL WE EMBRACE THE CIRCULAR ECONOMY

• The world’s population is expected to peak at 10bn in 2050. Our resources, the earth’s raw materials, are not limitless.
• Moving to a circular economy has the potential to increase productivity and create jobs, whilst reducing carbon emissions and preserving valuable raw materials.
• By keeping products and materials in use in Scotland for longer, we will be more resilient to global resource pressures.

Source: Zero Waste Scotland

WHAT ARE THE TARGETS?

The Scottish Government developed a strategy in 2016 to move the country towards a more circular economy, aligning its economic and environmental objectives. The strategy’s four priority areas are:

• Food, drink, and the broader bio-economy: the beer, whisky and fish industries could reduce costs by £500-800 million a year by taking a more circular approach
• Remanufacture: contributes £1.1 billion a year to Scottish GDP and could contribute £1.7 billion a year by 2020
• Construction and the built environment: generates around half of all waste produced in Scotland, so has a significant opportunity to increase resource efficiency
• Energy infrastructure: significant potential to re-use equipment from decommissioned oil, gas and renewables infrastructure (£30-35 billion is expected to be spent on oil and gas decommissioning by 2040)

Source: Ellen Macarthur Foundation

“WE HOPE THAT MORE BUSINESSES WILL ENGAGE WITH THE SUPPORT ON OFFER LOCALLY AND HELP DEVELOP A TRULY CIRCULAR TAYSIDE.”
HOW OTHER TAYSIDE BUSINESSES ARE SQUARING THE CIRCLE

Scotland is ahead of the game with the circular economy, and Dundee and Angus is leading the way. Here are just a few of their stories.

• DACC member Ravensby Glass have introduced Solar PV modules on the factory roof of the new premises situated on Tom Johnston Road in Dundee. The installation was completed in two phases and involved 1200 panels being installed with a south facing aspect on both parts of the roof. This is in addition to having 520 Solar PV modules already installed at their Fowler Road premises.

• Ravensby are also proud to be an active member of the Cullet Club, a scheme from Saint-Gobain Glass UK. Ravensby have returned cullet alone that has saved 1,125,000Kw of energy - enough to supply 62 homes for a year, 2,625T of CO2 going into the atmosphere, and has prevented 8,625T of raw materials being removed from the ground.

• Once a commercial grocer, a tea merchant, bootmaker and of course a flour mill, The Flour Mill in Dundee has visible signs of its history in every nook. Recyclable materials not only contribute to the aesthetics of the building but also negate the dependency in sourcing new natural resources. Breathing new life into the building and its natural materials benefit the consumer just as much as it does the environment.

• Dundee and Angus College has been resurfacing routes at its Gardyne Road campus with a product that uses recycled plastic as a binding agent in asphalt. The College is the first educational establishment in Scotland to use the recycled plastic material in roads. (See story, p.22)

FROM FIELD TO BOTTLE...

A video, produced by DACC member Son of the Sea for Circular Tayside, was shown at the International Circular Hotspot event which showcased Tayside, featuring footage shot at Binn Eco-Park and Arbikie Highland Estate. Arbikie, Scotland’s ‘Field-to-Bottle’ Distiller, is gaining huge recognition globally. Run by the Stirling family, Arbikie just celebrated its fourth birthday by agreeing distribution deals in Belgium, Denmark, Italy and Germany. Circular Tayside are proud to have Binn Group and Arbikie as Circular Tayside Ambassadors.
Embracing the Circular Economy in Style

When Westminster MPs stated recently that “fast fashion is harming the planet”, one Luxury fashion brand which was quick to agree was DACC member Bruach Cashmere. The producer of cashmere wraps supported the findings of a House of Commons Environmental Audit Committee which criticised an industry which thrives on persuading people to throw away good clothes because they are out of season – a practice which saw 235m items of clothing sent to landfill last year alone.

“It’s amazingly positive that MPs are trying to address and find solutions to the growing problems that fast fashion brings to us all,” says Clare Horner, Collection Designer for Bruach Cashmere. “But let’s be clear the problems aren’t insurmountable. Through positive design and product we can offer more positive solution-filled choices to our customers.”

Bruach has responded to growing calls from consumers, press and politicians for the industry to innovate, making better use of Circular Economy processes and materials. The goal is to create garments that have a longer life, are better made and are of the highest quality.

Bruach has just launched a new ethical collection and achieved a global first. Combining the latest Circular Economy materials with rare Scottish heritage skills, the collaborative approach has produced a collection of garments that are unique in the way they encapsulate both luxury and ethics.

Bruach’s studio has combined the best of old and new, luxury and ethics in a contemporary way. In meeting the brief they have created the world’s only ethical hand intarsia travel wrap. The garments are made from ReVerso which is the world’s first and only re-engineered cashmere yarn. The yarn is the result of a circular economy process that is ethical, sustainable and integrated.

The ReVerso yarn is knitted by Scottish traditional hand intarsia to create fine detail and patterned work. Hand Intarsia is a traditional knitting technique, and the name means ’laid by hand’. The skill uses a single piece of yarn for each area of colour. Knitting machines cannot achieve the same quality, nor patterns, as hand intarsia.

Internationally hand intarsia skills, perfected in Scotland over generations are regarded as the best. The studio uses these skills and yarns to create contemporary garments for women, men, baby and brides.

More at www.bruachcashmere.com

Award Entries Are Important for Your Business Too

2018 has been an exceptional year for Volpa with a record number of award nominations. Our team love the buzz of a black-tie event, but it’s not all sequins and sparkle. There’s a cunningly good strategy behind our entries and a lot of work goes in to every submission.

We win, we support our clients to win, and you should be winning too!

Here are five reasons why:

Raise your business profile
Awards can help get your business in the spotlight for all the right reasons. Reputable awards generate publicity and winning can open doors to new contacts and earn you respect from industry peers.

Evaluate your business
Compiling an award application can help you see your business differently. Didn’t win? Use the experience to consider what you could be doing better and improve - this is invaluable insight.

Network with industry contacts
Being shortlisted gives you the chance to discuss your business with leaders in the industry and forge new relationships – especially when everyone’s enjoying the party.

Increase your influence
An award win is a fantastic endorsement. It increases your credibility and positions you as an expert. If you’re seeking investment, demonstrating you’ve received recognition in your field can help.

Reward your team and attract top talent
Awards recognise the hard work and achievements of your employees and celebrated their contribution, boosting staff morale. Success also attracts the best people to your company – everyone wants to be on an award-winning team!

Think your business could benefit from a bit of time in the spotlight? Give Volpa a call and let our talented PR team ensure your next award nomination has what it takes to win.

More at volpa.co.uk, 01738 658187 or info@volpa.co.uk
HOW BRUACH IS KINDER TO THE ENVIRONMENT

- Its ethical collection uses yarn that reduces energy by 76%, water consumption by 89% and CO2 by 96%.
- Its environmentally friendly packaging is created in an ISO14001 paper mill.
- The company is launching a carbon off set program for all manufacture, transport and delivery as it works towards carbon balance and a carbon neutral goal.
- If properly cared for, Bruach’s garments will become softer and better with time, thus extending their life.
- The company is one of the few to work around the globe with ReVerso ethical yarns, the world's first and only re-engineered cashmere yarn.
- All garments are made to order, so there is zero waste in stock. They can be recycled at the end of their life and made into new yarns.
- How are you reducing the flow of microfibres into the sea? All materials used are organic natural fibres, not synthetic, and our garments tend to lose little in terms of fibre. All of this reduces the flow of microfibres into the sea and ensures that any fibres which do escape will biodegrade very quickly. Typically in soil they will lose 95% of mass within 15 weeks, whereas plastic may take 1000 to 1,000,000 years.

FAST FASHION BY THE NUMBERS

26.7KG - UK consumption of new clothing per head (highest in Europe)
235M - items of clothing sent to landfill in 2017
700,000 - fibres released in a single domestic wash
1.2BN - tonnes of carbon emissions produce by global fashion industry (2015)
3,781 - litres of water used in full lifetime of a pair of Levi’s 501 jeans.

Sources: Green Audit Committee submissions BRC
Do you have big plans for your 2019 marketing budget?

It’s easy to see why businesses still invest in traditional marketing methods. With relative ease, companies can reach an audience of thousands. **But to what result?**

Digital marketing is a cost-effective method of reaching new users who are looking for the products or services you provide. Your website is your online storefront, and is required to represent your brand and fulfil your customer’s expectations.

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New Distillery Captures the Flavours of the Scottish Wilderness

New DACC member Highland Boundary talks about its wild-inspired natural spirits.

Our first release is Birch and Elderflower Wild Scottish Spirit. It’s a modern Scottish spirit, inspired by Scandinavia. We use birch buds and elderflowers lovingly picked from spring woodlands near our on-farm distillery. We work our magic with them and copper distil them to produce a smooth, tantalizing and surprising flavour with a long, warm aftertaste.

We think it works great as a shot, over ice or if you prefer something longer, try it with soda water and pop in a slice of apple. It’s a great alternative to gin or vodka in cocktails.

Highland Boundary was the idea of Marian and Simon who live and work near the pretty market town of Alyth in Perthshire, Scotland.

Our name comes from the geological feature, the Highland Boundary Fault, on which our farm (Kirklandbank Farm) lies.

We have one foot in the Highlands and one in the Lowlands of Scotland. To the North of us lie the Angus glens and the mountains of the Cairngorms and looking South our distillery has stunning views of the fertile Strathmore valley.

By combining grain spirit from the South and botanicals from the Highlands we are crafting a new generation of Scottish spirits firmly rooted in the Scottish landscape.

Marian says, “Our aim is to bring you the flavours of the Scottish wilderness. After a few years in development we’re excited to now launch Highland Boundary and the first of our new Wild Scottish Spirits.”

We combine our Scottish botanicals with grain spirit and mineral-rich spring water from Alyth Hill which has been naturally filtered through the 450 million-year-old Devonian sandstone bedrock of Strathmore.

In the magic-making we use a combination of infusion, distillation in our copper alembic still and post-distillation infusion to obtain the maximum botanical flavour in our spirits. Simon says, “We think we’ve got something different that builds on the traditions of distilling in Scotland. By using novel Scottish botanicals in surprising combinations we are creating a new generation of Scottish spirits with remarkable flavours.”

We’ve developed our first product in conjunction with Dr Annie Hill and her team at Heriot Watt University International Centre for Brewing and Distilling and have more varied and unusual Wild Scottish Spirits to come.
When Dr Danny Cullen took voluntary redundancy in 2016, the Dundee scientist used the opportunity to follow his dream and set up a brewing business.

With support from Business Gateway, Danny launched Law Brewing Company in 2016. Using his science background and brewing skills - combined with home grown hops and Scottish barley – he has now perfected a quality brew which is vegan and vegetarian friendly.

Danny said: “The business is doing well and we are getting more customers every day. There is no doubt the journey to this point has been challenging however, I have had tremendous advice and support from my Business Gateway adviser, Michelle Shepherd.

“Starting my own business was made less daunting with the support from Michelle who guided me through my business plan, search for business premises, branding strategies, market research and a list of other business topics.

“As I move forward I will certainly be looking to Business Gateway again to help me identify opportunities for expansion and recruitment.”

How we helped Danny:
• 1:1 support
• Business planning
• Marketing
• Advice on premises

Visit www.bgateway.com/dundee or call 01382 843 016.
NEW MEMBER SPOTLIGHT

SOCIAL BITE: ON A DIFFERENT SORT OF MISSION

Every time the magazine comes out we’ll be featuring a new member… but there’s a catch! To get your business into the running for this spot, we’ll be carefully watching for the most engaged new member posts that we see on our social media channels. When a business joins our Chamber, we put out welcome posts and tag the new member – those businesses who get the biggest number of likes, retweets, shares and overall engagement across the channels will get a full page in the next magazine to showcase what they do! We’re proud to welcome everyone and delighted to be showcasing Social Bite this time around… well done! We’re looking forward to seeing who gets the most engagement next time.

Social Bite is on a mission to build a collaborative movement to end homelessness in Scotland. Using a pioneering social enterprise model, we enable people affected by homelessness to transform their own lives. We are building a movement to end homelessness by generating funds, awareness and action across all sections of society: believing that a Scotland where everyone has a safe place to call home is possible.

“With the vision to end homelessness spanning the length and breadth of the country, this December sees Sleep in the Park 2018 taking place in Dundee, as well as Aberdeen, Edinburgh, and Glasgow.

This year marks a significant milestone in the mission to end homelessness. Housing First is the most important innovation in homelessness work for decades. It stands in stark contrast with conventional ‘staircase’ models, where people experiencing homelessness must progress through a series of behavioural demands in the hope of being met with suitable housing at the end of the process.

Social Bite believes that access to a safe place to call home is a right, not a reward. Therefore, we are housing 44 people per month as well as providing the wraparound support they need to retain their tenancies and reach their potential. Housing First means that home is the best foundation from which to address any other challenges people face. It means safety and security, and a fresh opportunity for people to build and live their lives as part of a community. It means leaving homelessness behind for good – the system, the experience and the label.

Social Bite are providing funding through the money that was raised through Sleep in the Park events, and other fundraisers. The other significant contributor of funds is The Merchants House of Glasgow. Over 800 houses have been pledged by a variety of housing associations and local councils to the programme, which will be delivered in partnership with Corra Foundation and The Glasgow Homelessness Network. Projects will also be supported through expert training in a new model of supporting vulnerable people, delivered by Turning Point Scotland. Housing First Dundee led by Transform Community Development with a consortium comprised of Salvation Army Dundee, Dundee Survival Group (DSG) and Addaction.

We are inviting all members to join the movement to end homelessness and be part of changing Scotland for the better by signing up to sleep out on 8th December in Slessor Gardens.

A WORD FROM GAIL ROBERTSON, CORPORATE ENGAGEMENT MANAGER, SOCIAL BITE DUNDEE

“…I joined the Chamber in June this year. The support received so far from Alison and her team has been invaluable. I was apprehensive to attend my first networking event - how wrong I was! Events are interesting, informative and everyone is made to feel extremely welcome.”
MEMBERS’ NEWS...

NEW SPONSOR, NEW CAUSE FOR SSFA SOCCER SEVENS COMPETITION

The annual Scottish Schools Football Association (SSFA) Soccer Sevens Competition has kicked off and the 2018/19 tournament has a new sponsor, a new name and a new goal - supporting the STV Children’s Appeal.

The tournament’s commitment to raise funds for the STV Children’s Appeal marks the first time the event has included a charitable element.

The STV Children’s Appeal helps children and young people affected by poverty in Scotland. Every single penny raised for it stays in Scotland, with 100% of donations invested in charities and projects across the country. All of its overheads are met by STV and The Hunter Foundation.

Through its partnership with the STV Children’s Appeal, the Concept Soccer Sevens 2018/19 will help make a real difference to children and young people experiencing hardship in communities all over Scotland.

That means schools participating in the tournament will be able to play an important part in supporting the Appeal’s efforts to offer practical help like providing food and clothing, creating training opportunities to improve employability, and enabling social and emotional support.

Rod Smith, Marketing Manager for Concept Group, which sponsors the SSFA soccer sevens competition, said: “Concept Group is extremely proud to be sponsoring SSFA’s fantastic schools’ soccer tournament and to support the STV Children’s Appeal’s efforts to offer practical help like providing food and clothing, creating training opportunities to improve employability, and enabling social and emotional support.

That means schools participating in the tournament will be able to play an important part in supporting the Appeal’s efforts to offer practical help like providing food and clothing, creating training opportunities to improve employability, and enabling social and emotional support.

Rod Smith, Marketing Manager for Concept Group, which sponsors the Soccer Sevens Competition, said: “Concept Group is extremely proud to be sponsoring SSFA’s fantastic schools’ soccer tournament and to support the STV Children’s Appeal for the first time this year. The wonderful work the charity has achieved in helping improve the lives of Scottish children living in poverty is one which is close to the hearts of all our employees, so we didn’t need to think twice when asked to be involved.”

CONCEPT
A Xerox Company

DUNDEE FIRMS PARTNER TO PROVIDE BRANDED VEHICLES

Two Dundee companies have collaborated to expand their services, providing branded vehicles for lease in the City of Discovery.

With the ‘City of Discovery’ hitting the headlines for all the right reasons recently, it’s more important than ever to help support local businesses.

DISCOVERY SHORT TERM CAR LEASING, whose clients range from tradesmen and salesmen to temporary and personal contracts, has partnered with Circle Signs, a sign company which prides itself on its flyers and logos.

Circle Signs can print a company’s logo on a brand new vehicle from Discovery Lease. And with the average driver passing more than 90,000 people every month, it’s a perfect way to spread the news of your business to the people of Dundee and Angus.

“Having used Circle Signs for a variety of products over the years, we knew first-hand the standard of the products were next level. Keith, Derek and the team are fantastic and I can’t think of a better company to partner with,” says Stewart Brand, Managing Director of Discovery Lease.

Circle Signs’ design and installation team has 55 years of industry experience and was keen to use its expertise working alongside a trusted local company.

“We’re delighted to be working in partnership with both Steph and Stewart at Discovery Lease. They’re an excellent local business and our products dovetail really well together. And from the client’s perspective, it should help both businesses in terms of the range of services we offer,” said Keith Haggart, Business Development Manager of Circle Signs.

ASHLUDIE HOUSE ENTERS NEW ERA

Whiteburn is a well-established urban developer, specialising in the regeneration of historic and post-industrial sites and buildings across Scotland. They undertake both refurbishment and new build development.

Their most recent residential project is beautiful Ashludie House in Monifieth, an incredible conversion of the B Listed former merchant’s house which was part of the former Ashludie Hospital. The house was originally built in 1866 for Alexander Gordon, who had a flax spinning factory in Arbroath, and it offers a mature, established location to live within Monifieth.

Recently shortlisted in the Best Renovation/Conversion category of the Herald Property Awards, this historical gem of a house has been fully restored to its former impressive glory to offer three houses and 10 apartments. Many of the building’s original features have been retained. Whiteburn are delighted that such has been the positive response to the development they have only 2 apartments still for sale.

Working with Arbroath based Voigt Architects Ltd, Dundee based Christie& Partners and Montrose-based contractor Pert Bruce, Whiteburn estimate 70% of their £2.2m development expenditure has been retained within the Tayside & Angus local economy.

Eve McCurrich, Whiteburn Projects Director says: “We have a strong track record in successfully reconfiguring listed buildings whilst retaining the period features and creating contemporary homes and we are delighted with Ashludie House’s successful renovation. It is important to us to work with local professional consultants and contractors, as this not only helps the local economy but we feel the people we work with have a genuine interest in seeing these well-known local buildings being brought back to life.”

Whiteburn successfully renovated the former Parkview School in Dundee in 2016.

They estimate 70% of their £2.2m development expenditure has been retained within the Tayside & Angus local economy.

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The ANGUSalive Sports Awards celebrates the talents of athletes, teams, coaches and volunteers living or working in Angus - many of whom have gone on to enjoy worldwide success, competing at Commonwealth and Olympic levels.

With a range of sponsorship opportunities available, sponsors can play a part in celebrating sporting heroes across Angus and join with ANGUSalive in an evening of celebrations on Friday 8 March 2019 at the Reid Hall, Forfar.

For more information, email the team today AASportsAwards@angusalive.scot

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CHAMBERFORCE LAUNCHES IN DUNDEE

A new initiative aimed at closer partnership working between Chambers of Commerce and local military units launched at Dundee City Chambers.

The ChamberFORCE programme is a partnership between five of the Chambers of Commerce supported by Highland Reserve Forces and Cadets Association, and personnel from the Army, Navy and Royal Air Force Reserves. Each Chamber has its own special ‘buddy’ – for Dundee & Angus Chamber it is 225 Medical Regiment – and the partners will work together to build a mutually beneficial relationship.

Michelle McKearnon, the Regional Employer Engagement Director for Highland RFCA and a former CEO of Chambers of Commerce said: “There was already a very strong relationship between Chambers and Defence, but we wanted to streamline it and make it more productive for all involved.

It is important that Defence recognises the vital role that Chambers play in the business community, and that we give something back to all the employers who support our people. ChamberFORCE harnesses the power of the Chamber network and the resources available to businesses from the military, so it is a win-win situation.”

Members of Chambers will be able to access a range of benefits such as help with recruiting highly skilled ex-military personnel, access to exclusive networking and briefing events, and a range of free leadership and staff development opportunities such as Exercise Executive Stretch, and Exercise Mini-Stretch, both of which proved hugely popular this year.

Dundee & Angus CEO Alison Henderson said: “We’re very proud to be helping lead the way within the Chamber network in developing even closer links between employers and Defence. Having signed the Armed Forces Covenant, and committing to be a strong advocate in connecting these two communities, we recognise the value that serving personnel, reservists, veterans and military families bring to businesses.”

ChamberFORCE has been widely welcomed by the military personnel involved. Lieutenant Colonel Matt Sheldrick, Commanding Officer of 75 Scots said: “75 Scots is privileged and delighted to be involved in ChamberFORCE. Our Army Reserve men and women are ‘citizen soldiers’ who live and work in the local communities alongside their civilian counterparts; employers, work colleagues, family and friends. It is important that there is an open and honest relationship between the Reservist and their employer, and that employers are aware of the range of benefits of employing a member of the Reserve Forces and the many and varied hard and soft transferable skills which they learn and develop during their Reserve training, and take back to the workplace at no cost whatsoever to the employer. ChamberFORCE will present a unique opportunity for Chambers and 75 Scots to work together to maximise “Business skills in Reserve”

"...CHAMBERFORCE HARNESSES THE POWER OF THE CHAMBER NETWORK AND THE RESOURCES AVAILABLE TO BUSINESSES FROM THE MILITARY. SO IT IS A WIN-WIN SITUATION."

FURTHER INVESTMENT AT PERTHSHIRE GOLFLING ESTATE

The second phase of works to refurbish Murrayshall Country House Hotel & Golf Course begins in November 2018, with upgrades to the remaining bedrooms and public areas.

Phase 2 follows the first phase of refurbishment, which took place at the end of 2017, and brings the total investment in the hotel to £1.75 million since its change of ownership.

The 40-bedroom property, which sits in a 365-acre estate in the heart of rural Perthshire but is only a couple of miles from Perth city centre, has a history going back more than three centuries.

Recently purchased by London-based Hetherly Capital Partners, the hotel has been under the watchful eye of General Manager Kevin Keenan since February 2018.

Keenan was General Manager of Macdonald Rusacks Hotel in St Andrews for six years and has a track record for running renowned golf properties.

He said: “It’s really exciting to be part of such a fantastic project that will see this historic building completely transformed whilst continuing to embrace the existing exquisite traditional features of the property, and of course continuing to deliver genuine, friendly yet professional service to each and every one of our guests.”

Taking inspiration from the stunning countryside scenery surrounding Murrayshall, the team at Corinne Muir Interiors aims to create a sophisticated but relaxed environment in which guests will feel welcome and comfortable with colour schemes including wools, textured weaves and earthy tones.

This second phase of the refurbishment will be completed by April 2019 and will be phased to ensure limited disruption to guests.
Johnston Carmichael has bolstered its employer services offering with the appointment of a new director who will lead the growing team.

New Head of Employer Services Brian Rudkin brings over 25 years’ experience in the industry to his new role. He will lead a specialist department of advisers who support employers in relation to employment tax and pay governance across the country.

Prior to joining Johnston Carmichael, Brian led PwC’s reward and employment practice across the north-east of England combined with a national role in the Construction Industry Scheme (CIS), an area of growth for Johnston Carmichael. He brings a wealth of experience spanning HMRC, ‘Big 4’ firms and also his own consultancy practice where he advised a range of employers, from small family businesses to global firms.

A strategic hire and well respected in the employment tax sector, Brian will work across the firm’s 11 locations which include offices in Perth and Forfar.

“These are unprecedented times for employment taxes, with significant Government focus on creating fair working policies and ongoing challenges for employers in relation to the National Minimum Wage (NMW). It’s crucial for our clients to understand the potential pitfalls and to protect their business, and that’s exactly what our experienced team of advisers can help with,” said Rudkin.

The aim of Johnston Carmichael’s Employer Services team is to offer pragmatic advice to help employers stay one step ahead of legislative changes, avoiding potential operational issues, said Rudkin.

Susie Walker, Johnston Carmichael’s Head of Tax, said: “We are very pleased to have Brian on board. His appointment is a strong commitment to expanding our Employer Services team and the experience Brian brings to the firm is second-to-none.”

Skilz Academy hope to continue their work in Arbroath and provide further sessions across Angus as they await news on several funding applications and start to promote their corporate partner packages.

Board Chair William Mitchell said: “We are delighted to see our UV sports project being rolled out in Arbroath primary schools to allow free sessions for these young people. This is a first for Scotland in terms of the UV sports programme which is something Skilz Academy is very proud of.”

Local charity Skilz Academy recently won funding in order to purchase UV Sports equipment. They have partnered with Angus Active Schools to run the sessions, with the first at Ladyloan Primary, Arbroath. The UV Sports session is also believed to be a first in Scottish schools.

The sessions aim to get kids active in a fun, creative, engaging and safe environment and have had rave reviews from the kids, coaches, teachers and parents. Hayshead Primary are set to get in on the action too, with Ladyloan running sessions on Tuesday evenings and Hayshead Thursday evenings until the school Christmas holidays.

David McLeish, Active Schools Coordinator in Arbroath, said: “Being able to offer free physical activity and sport into the evenings is a big step forward for us. It helps us target young people who otherwise might not choose to be physically active and reap the physical and mental health benefits. It is down to the partnership between Skilz, the Police, our team and schools that we can access external funding, develop more volunteers, promote healthier life choices and help reduce anti-social behaviour.”

The programme of sessions has also had the backing of Angus Council’s Communities Team. Jennifer Miller, Arbroath Communities Team leader, said: “The UV sport is a great addition to the activities for young people in the town. It is something new and different and I think young people will really engage with it.”

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MEMBERS’ NEWS
NEW BIZ...

HUTCHISON-T CELEBRATES LOCAL, NATIONAL, AND EUROPEAN BUSINESS SUCCESSES

Hutchison-t is ending 2018 on a high, with expansion into new European territories, consolidation of home and global markets, new business premises, and the imminent implementation of a custom ERP solution.

Giving new life to one of the most prominent buildings along Riverside Avenue, Hutchison-t’s new premises in Dundee Technology Park are nearing the end of extensive remodelling works conducted by local architects AIM Design.

The development includes premium office space; state-of-the-art R&D facilities; google-esque staff breakout spaces; custom charging bays for a new fleet of hybrid company vehicles; and improved workshops and warehousing which are already operational.

The relocation coincides with the introduction of a bespoke ERP solution developed by world-leading business software provider Infor, improving operations and customer service right across the board.

Hutchison-t provides pro tech solutions in AV, Access Control, Lighting, Voice & Data, and Smart Cards. The company has broken new ground this year with clients in Germany, Italy, Spain and France; while its technology Supply Chain Management division continues to enjoy international success.

Longstanding national partnerships have also flourished, with highly successful projects including a hi-tech studio rollout across 49 sites for long term customer David Lloyd Clubs; ongoing AV fit-outs for retail giant H&M, most recently in Livingston; AV for the Distilling House Bar & Restaurant at Aberdeen Airport (pictured); and Access Control for Dundee newcomer Xercise4Less.

Hutchison-t looks forward to supporting local bars, restaurants, retailers, fitness, and leisure clients throughout 2019, particularly those in its ever-diversifying home city of Dundee.

SCALING NEW HEIGHTS WITH DANGLE ROPE ACCESS

Dangle Rope Access is a unique local business specialising in working at height. Founded in 2014, MD Simon Dunn explains the superior service Dangle provides. With over 15 years experience in rope access, Simon Dunn started the company to provide a personalised, bespoke service, saving clients time and money, in a rapidly changing environment.

“Dangle provide comprehensive rope access inspection, installation and industrial services, to private and public sector companies. Industry leaders for over five years with a breadth of experience and expertise to share with clients. Through rope access, inspection, coatings and wind farm divisions, Dangle provides a comprehensive solution to maintenance requirements to on and offshore oil and gas, renewable, drilling, marine and civil sectors.”

A great advocate for supporting local business, Dangle prides itself on being the only rope access company based in Dundee. Since its infancy, Dangle has taken on a number of projects throughout Tayside and is set to embark on a promising new contract with one of Scotland’s leading housing associations.

This investment and dedication has paid off with business also coming in from across the globe. Dangle has recently celebrated a contract on the prestigious ‘RSS Sir David Attenborough’, a 200m research vessel, scheduled to set sail at the end of the year. Dangle’s breadth of experience has also fostered exciting contracts in America and Germany in 2018 and it is renewable energy that Dangle is particularly passionate about.

Our motto, “Reach the Unreachable” is at the heart of what we do. We’ll work tirelessly so that our clients most challenging goals, are achieved on time, every time.

DANGLE
Unit 27-29, City Quay, Camperdown Street, Dundee DD1 3JA
dangle@onropes.co.uk
www.onropes.co.uk

Pro audio for the Distilling House Bar & Restaurant at Aberdeen Airport Departure Lounge.
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Friday 30th Nov 12.30 - 5pm

Supporting local women in Business.
Join in the festive fun at our first ever Coca-Cola 5by20 Exhibition and Trade Show. Meet and greet 40 amazing business women who have fab Christmas goodies and vouchers for you to buy, share and enjoy!

Join in the fun and take part in our 520 foot challenge #520ftchallenge

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Thank you to all our Sponsors

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Celebrating
Local Women in Business
Wake Up With Webster wins silver at national radio awards ceremony

The Radio Tay team and the ‘Wake Up With Webster’ breakfast show are celebrating after scooping an award at this year’s Audio & Radio Industry Awards (ARIAS) at the First Direct Arena in Leeds.

The ARIAS recognise the talented individuals and teams in the UK audio and radio sector, who excel at their craft and produce the very best body of work in the world.

The awards were hosted by Melvin Odoom and Pandora of Kiss FM, with live performances from top artists including Tony Hadley and Sophie Ellis-Bextor, 808 State, Poppy Adjula and winners of Local Music Live, Cosovettes.

A total of 23 awards were handed out, recognising innovation and excellence across all audio mediums and celebrating the very best of the industry.

‘Wake Up With Webster’ was entered into the ‘Best Local Radio Show’ category and was up against some stiff opposition from across the UK so were delighted to secure the silver award.

VOLPA WINS FOUR PUBLIC RELATIONS INDUSTRY AWARDS

Volpa, the Perth and Dundee based independent marketing agency, has won four awards at the prestigious Chartered Institute of Public Relations (CIPR) PRide Scotland Awards.

The full-service agency, which boasts dedicated publicity, creative and digital departments, won a gold award in the low budget campaign category for its work publicising the International Medieval Combat Federation World Championships: ‘Let Battle Commence’ at Scone Palace. In addition, the agency also won a silver award for best use of photography or design for producing Culture Perth & Kinross’ annual report, a silver award for best integrated campaign for its work on the 2017’s Enchanted Forest ‘Oir an Uisge’ event and a silver award for the coveted outstanding small public relations consultancy category.

Tricia Fox, CEO of Volpa, commented: “We are absolutely thrilled to have won these awards at this year’s PRide Awards. To receive a silver award for the Outstanding Small Consultancy of the year award is an amazing recognition and testament to the hard work of my fantastic team who continue to deliver outstanding work.”

Specialists in the tourism, hospitality and food and drink sectors, Volpa has received a raft of awards over the years, including three times winner of the Scottish Event Award for Best Marketing Strategy. Recently shortlisted for Small Business of the Year at this year’s Courier Business Awards, earlier in October this year founder Tricia Fox won the Association of Scottish Businesswomen’s ‘Outstanding Contribution to Business and community’ award.

HR HUB PLUS LIMITED ACHIEVES GOLD STATUS

HR Hub Plus Limited partnered with BreatheHR, a cloud-based HR software solutions provider, which is a fully web-based solution, that is secure and reliable but above all simple to use. Its functionality manages all employee data in one place and reduced HR administration. A few functionalities include managing holidays, sickness, documents, performance and reporting.

The benefits to the business are that it provided an additional service offering to the SME market which forms the bulk of our clients. The benefits to our clients are that this software is a cost-effective web-based solution that is secure and reliable but above all simple to use.

Over 4000 plus SME’s use the system to manage their employees totalling over 130,000 employees who get stuff done quicker. Six levels of accreditation exist.

This software is included free in all our monthly retainers and can also be brought on a stand alone basis.
Dundee and Angus College is first in the country to use recycled plastic in roads

Waste plastic, the scourge of environmentalists for the damage it causes our seas, is being used by one local college to address environmental concerns in roads.

Dundee and Angus College has been resurfacing routes at its Gardyne Road campus with a product that uses recycled plastic as a binding agent in asphalt.

The College is the first educational establishment in Scotland to use the recycled plastic material in roads. Developed by MacRebur’s®, the technique uses polymers from waste plastic that are turned into pallets then mixed with asphalt before the road is laid.

The idea came from southern India, where potholes have been temporarily repaired by packing them with waste plastic, pouring petrol over it and setting it alight.

MacRebur® co-founder Nick Burnett said the resulting roads were not only environmentally-friendly, they were also longer-lasting and tougher-wearing than those that use bitumen.

He added: “All of our products are recycled from waste plastics.”

There are two elements to the new road material, says Burnett. “It’s growing because of environmental concerns over plastics but also because of the additional quality of the roads, which have a higher tensile strength.”

Between 3kg to 10kg of waste plastics are used in every ton of asphalt, depending on the type of road.

The move is the latest in a concerted sustainability drive by Dundee and Angus College. Billy Grace, Head of Estates at the college, says: “This amazing plastic road and car park is just one of our recent sustainability initiatives to highlight the scourge of single use plastic and the impact it is having on our environment, locally and globally.

“Dundee and Angus College made a conscious decision at the start of the new term to stop selling plastic bottles of water. Instead we installed water stations in all of the social spaces across our three campuses. Students and staff have been encouraged to purchase or bring in their own reusable bottles to access free water.

“We also decided to stop providing disposable cups for hot drinks and asked people to bring their own reusable cups or use the crockery mugs supplied. This initiative has removed 150,000 disposable cups and single use plastic from our waste streams.”

He adds: “The response from students and staff to both initiatives has been fantastic.”

See Page 7 for more examples of how DACC members are addressing the circular economy.

Angus Council wins Scottish Government Excellence Award

A glittering award ceremony held at the Fairmont Hotel in St. Andrews on 11 October 2018 honoured eight Scottish councils and their partners for outstanding quality of service to the public.

The 2018 COSLA Excellence Awards included a win from Angus Council whose Shared Apprentice Ltd (SAL), the first of its kind in Scotland, won the prestigious Scottish Government Award for Delivering Excellence.

SAL has been established to offer added value apprenticeships in a geographical area that is subject to low wage rates, high youth unemployment, and an industry skills shortage within the construction sector. The programme specifically enables small and medium size enterprises (SMEs) to deliver apprenticeship opportunities that they would otherwise have been unable to provide.

The programme, currently in its fourth year of operation, began in Angus and has now expanded to Dundee. There are further expansion opportunities ahead thanks to requests from other local authorities, including Aberdeen, Aberdeenshire, Orkney, Fife and Edinburgh.

The SAL is a collaborative approach between public and private partners to increase the skills levels in the construction sector. As a partnership, SAL has created a Private Limited Company that employs only apprentices whilst they are completing their training. Currently it has 40 fully employed construction craft apprentices.

Kevin Murphy, Director of Curriculum & Attainment at Dundee and Angus College and Interim Chair of SAL said: “We are all delighted to win the Scottish Government Delivering Excellence Award at the COSLA Excellence Awards 2019. SAL is a great example of local partners working together for the benefit of young people in the region. We have 40 apprentices employed in various craft disciplines and we hope to grow this year on year. Obviously, that’s with employer buy-in so we would be delighted to hear from any construction company that would be interested in finding out more about this award winning initiative.”
DUNDEE REFUGEE PROJECT SCOOPS AWARD

A Dundee-based project which aims to get refugees ready for work has been recognised with a top honour.

The Get Ready For Work, Employability For Refugees Project picked up a COSLA Excellence Award for its work supporting new arrivals in the city to improve their employment opportunities in a range of ways, including language skills, CV advice and interview skills.

Led by Dundee City Council, the project scooped the Achieving Better Outcomes in Partnership Award in a recent Scotland-wide competition organised by COSLA, the country’s local government body.

In addition to Dundee City Council, partners in the Project include Jobcentre Plus, Project Scotland, WISE Group, Young Yusuf Initiative, The Prince’s Trust, Dundee International Women’s Centre, Dundee & Angus College and Dundee & Angus Chamber of Commerce.

MACROBERTS SHORTLISTED AT BRITISH LEGAL AWARDS, CELEBRATES 5 YEARS IN DUNDEE

MacRoberts’ Real Estate team has been shortlisted for Property Team of the Year at the 2018 British Legal Awards.

Celebrating achievement, excellence and innovation in the legal profession, the Awards showcase the outstanding achievements of firms spanning the UK’s legal community. MacRoberts is the only Scottish-based firm to be recognised at the 2018 awards, which take place in central London on 29th November.

The awards follow an outstanding year for the firm’s Real Estate team, which has worked on a wide variety of high-profile projects across Scotland and the UK for clients including major corporations, retail and luxury brands, SMEs and public and third sector bodies.

MacRoberts is also celebrating its 5th anniversary of operating in Dundee. Since opening its doors to the city in 2013, the firm has enjoyed immense growth and success, quadrupling its headcount and expanding its service lines.

Employment Partner and former Managing Partner John Macmillan said: “It came down to a choice between Inverness and Dundee, and Dundee was the clear winner for a number of reasons,” John said.

“Not least because it was serviceable on a practical level from the existing offices in Edinburgh and Glasgow, but we already had quite a strong client presence across Dundee, Angus, Perth and Fife.”

Fast-forward five years and the office has made “remarkable progress,” says John. MacRoberts has quadrupled its Dundee-based headcount – resulting in a move to bigger premises within its home at River Court – and enhanced its legal service operations, now comprising Employment, Real Estate, Corporate, and IP, Technology and Commercial.

“Every day now, the office is bustling,” says John, with colleagues regularly travelling from Edinburgh and Glasgow for Dundee-related business. Moving to Dundee has given the firm a real competitive edge with the bigger players in the legal market, both in terms of service and cost.

Says John “Dundee has all the right traits to become commercially busier. There is a real energy in the business community to maximise the wide-ranging commercial opportunities coming from developments such as the V&A, the waterfront etc. Of all the towns in Scotland, Dundee is the place to be in the next 5 years.”

Dundee & Angus Chamber of Commerce is proud to work with all of our Partners and we very much appreciate their support.
The UK is working to transition to a low carbon economy and one of the technologies key to this journey is offshore wind.

The Seagreen Alpha and Seagreen Bravo offshore wind farm projects could provide a significant contribution to Scotland’s renewable energy capacity. And, they have the ability to help drive new economic growth, creating business and jobs, not just across the UK but in the areas close to the wind farm.

When we say close, it perhaps isn’t the best choice of words for Seagreen. It’s actually 25km away from the Angus coastline at its closest point, but that doesn’t mean that the benefits of the project won’t be felt here in Dundee and Angus.

For SSE, who are now 100% owners of Seagreen, being a responsible developer and operator of renewable energy means bringing the benefits of our projects to our projects neighbours.

We joined Dundee and Angus Chamber of Commerce in October so we could work together to promote offshore wind contracts for Angus region’s business community and give us the opportunity to help foster strong, vital links across the area as we develop Seagreen.

At up to 1,500MW across the two projects, with up to 120 or 150 turbines in total depending on the turbines selected, Seagreen will be a project of national significance for Scotland if we are successful in the next Contracts for Difference Auctions.

I’ve been lucky enough to have already been part of a ground-breaking offshore wind project in Scotland, Beatrice Offshore Windfarm Limited (BOWL), with construction, and later operation, led by SSE (40% owners of BOWL).

Seagreen is set to build on the legacy of Beatrice, breaking ground and bringing benefits throughout construction and operation.

Currently in construction in the Outer Moray Firth Beatrice is estimated to add £1.3bn of value to UK GDP, with 45% of the project’s investment expected to be in the UK. The construction of Beatrice brought around £530m of value to the Scottish economy and Seagreen hopes to replicate, if not better these benefits.

The UK offshore supply chain is growing and Seagreen, and SSE, is committed to playing our part in developing well paid, skilled jobs that not only benefit local communities but also contribute to the wider UK economy.

But, before any construction can start, Seagreen’s focus remains on developing a competitive bid for the next Contracts for Difference Auctions in May 2019. As we continue this work we look forward to meeting members of the Dundee and Angus business community and hopefully, in the not too distant future, working with you as we set sail with Seagreen.

For further information about Seagreen or to find out more about supply chain opportunities please visit us at www.seagreenwindenergy.com or follow us on Twitter at @SeagreenWind.
TAILORED BUSINESS SUPPORT TO HELP YOU GROW

Whether you’re growing an established company or just starting out on a new business journey, there is tailored support available across Tayside that can help you achieve your goals.

Business Gateway’s range of services are designed to support business owners at all stages of development. A comprehensive online resource at www.bgateway.com is packed with useful advice and business tools, while the Information Service can provide a wealth of invaluable market and industry intelligence.

Combined with these resources Business Gateway’s programme of fully funded workshops can arm you with key business skills and there is also the potential for 1:1 support with an experienced business adviser.

Wendy Maltman launched Dundee based The Malting House Design Studio in 2003 and last year moved into a purpose-built studio in Tay Street Lane. When she was looking to grow she turned to Business Gateway for some support.

The team of four work with a number of high profile clients and specialise in branding, printed marketing materials, exhibitions and website development.

Wendy said: “Working with Business Gateway has helped me focus on the future and it’s wonderful that I have access to an adviser to support my ambitions. I was given invaluable HR advice on what is required to become an employer and I have also signed up to the DigitalBoost programme. I will be looking at making improvements to our website and digital marketing with further support via the Business Gateway Growth Programme.”

Nicki Mearns of Business Gateway said: “We know that every business is unique and that tailored advice can be hugely beneficial. We believe our range of support, including our online guides, provide local business owners, either new or existing, with the best possible skills and knowledge to develop and ultimately grow their venture.”

To find out more contact Business Gateway on 01382 843 948 or visit www.bgateway.com
HELP FOR PRIVATE LANDLORDS TO IMPROVE ENERGY EFFICIENCY

Home Energy Scotland’s free, impartial advice service is funded by the Scottish Government. Our advisors cover the whole of Scotland and are specially trained to help landlords like you improve the energy efficiency of your properties.

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We work hard for our members and provide them with the connections and opportunities they need to flourish.

**RAISE YOUR PROFILE**

> Promote your services through our communications channels - website, e-news, social media, business magazine.
> Free entry in the Chamber of Commerce Angus & Dundee Online Business Directory.
> Use of the Proud to be a Chamber Member logo on your own promotional material.
> Automatically become part of the Scottish Chamber of Commerce network, which represents 26 chambers, 12,000 businesses and their half a million employees - providing a powerful voice for business at a national level.

**JOIN US TO PERSUADE & INFLUENCE**

> Persuade and influence opinion makers - being part of our Chamber will provide you with real clout and the opportunity to get your voice heard.
> Have your say on issues affecting business at events via our active engagement with the media and by participating in Chamber business surveys.

**JOIN AND ATTRACT MORE BUSINESS**

> Meet with the right people at our networking events to establish or raise the profile of your business, including referrals and introductions to other local businesses, decision makers and suppliers.
> Password access to the Chamber Members area of our website for the current full members contact list at any time.
> Opportunity to network at our lively and popular events - all at low or no cost.

**JOIN US FOR EXCLUSIVE MEMBER SERVICES**

> Chamber HR.
> Chamber Health & Safety.
> Chamber Legal.
> Chamber Tax.
> Chamber Foreign Exchange.
> Free use of COBCOE Connects online portal - a fast-growing digital platform that gives members a trusted environment for business growth.
> Chamber Westfield Healthcare – discounted dental, optical care plus hospital stay payment for you and your employees.
> Free use of Members Lounge at City Quay offices and discounted Room Hire.
> 50% discount on export certification – comfortably covering the membership fee for regular exporters.
> Chamber Fuelcard.
> Chamber Car Benefit Scheme.

**JOIN US AND IMPROVE & INVEST IN YOUR ORGANISATION**

> Free Business Mentoring on the highly successful Scottish Chambers scheme.
> Improve your business skills at our popular training events.

**CONTACT US:**

37 CITY QUAY, CAMPERDOWN STREET, DUNDEE, DD1 3JA.
TELEPHONE: 01382 228545
WWW.DUNDEEANDANGUSCHAMBER.CO.UK
Our 2019 events calendar is shaping up to be another inspiring and engaging year ahead. We’ll kick start the year with launching our Leading Ladies and Connect 4 events. Sponsored by Hillcrest Housing Association these events will cover themes such as Leadership, Marketing, PR & News, Innovation and Developing People.

New for 2019 will also be our Connected Conversations with thought provoking speakers discussing International Trade, Food & Drink and Cyber Security.

Here’s a quick look at how the first half of 2019 is looking

January – March

- Connect 4 – Taking Attendees Through the Marketing and Digital Comms Maze
- Leading Ladies – Inspiring Leadership
- Connected Conversations – International Connections
- High Noon Lunch – Doing Business in Dubai
- DACC123

April – June

- Leading Ladies – Inspiring Innovation
- Connect 4 – Get Your News Seen
- AGM & Business Showcase
- Connected Conversations – Food & Drink Innovation
- Champions Dinner
- DACC123

Members advertising rates:

- Back Page: £600
- Inside Front/Back: £550
- Full Page: £500
- Half Page: £275
- Quarter Page: £175

Non-members advertising rates:

- Back Page: £750
- Inside Front/Back: £650
- Full Page: £575
- Half Page: £350
- Quarter Page: £250

Advertorial rates: POA
PICK OF THE PICS...

Here’s our round-up of Chamber events. Can you spot yourself?

Scottish Chambers of Commerce Global Business Dinner

Dignitaries including Deputy First Minister John Swinney and China’s Ambassador to the UK, His Excellency Mr Liu Xiaoming, attended the Scottish Chambers of Commerce Global Business Dinner on May 2 at The Old Course Hotel in St. Andrews.

DACC AGM & Business Showcase, Forfar

Members gathered at the DACC AGM & Business Showcase sponsored by Miller Hendry on June 26 at ANGUSalive’s Forfar Reid Hall. Photos by Stephen Finn Photography.
It was all smiles at Maggie’s Penguin Parade Family Fun Day on June 30 at the DACC Chamber Office.

Photos by 4x M Photography.

Dundee & Angus Chamber of Commerce and its co-sponsors are delighted to support Maggie’s Penguin Parade

www.dundeeandanguschamber.co.uk    www.maggiespenguinparade.com

It was all smiles at Maggie’s Penguin Parade Family Fun Day on June 30 at the DACC Chamber Office.

Photos by 4x M Photography.

The annual Angus High Noon Lunch on September 12 at The Carnoustie Golf Hotel featured guest speakers Ivan McKee MSP, Minister for Trade, Investment and Innovation, and Paul Gilshan, CEO at car benefit company Tusker. The event was sponsored by MacRoberts LLP.

Photos by Alistair Kerr Photography
In this new comment section, we let DACC members have the last word on hot business topics of the day. Kate Wyatt of Lindsays solicitors kicks off the series by asking: Should employees have the right to switch off out of hours?

**DO EMPLOYEES WANT THE RIGHT TO DISCONNECT?**

There are growing calls to give workers the right to ignore out-of-hours communications and provide greater flexibility in an effort to avoid burnout.

Would your business benefit from a limit on out-of-hours emailing, or do workers prefer flexibility over greater protection?

On both sides of the Atlantic, there are growing calls to give employees the right to ignore out-of-hours work calls and emails.

In France, organisations with more than 50 workers are obliged to negotiate on employees’ rights to ignore their smartphones and other devices outside working hours.

And New York City Council is considering a law that would ban private companies with more than 10 employees from requiring workers to respond to communications such as emails and texts out of hours. Employers would still be able to send them, but they wouldn’t be able to discipline workers for ignoring them.

A wide range of multinationals too – including Volkswagen, nuclear power company Areva and insurer Axa – have introduced company policies against workers’ ‘hyperconnectedness’.

It’s all part of a growing wish to protect workers against burnout, intrusion, and 24/7 work pressures.

Does this mean your business needs such a policy, or may be forced by law to introduce one?

There are no such plans in the UK, although you are probably already subject to rules on the 48-hour working week, and requiring employees to be available to deal with emails or calls can count as working time.

But burnout and employee morale is every business’s problem, in whatever country you operate. So, you may want to discuss the right to disconnect with your staff, for the sake of improving staff engagement or your business culture.

Bear in mind, though, that the right (or obligation) to disconnect is not every worker’s cup of tea. For all those who want to be protected from having to deal with emails as soon as they leave the office, there are others who want the flexibility of out of hours working.

For instance, many people like the option to leave work early to spend time with children or family, and then to spend an hour or two catching up with emails later in the evening, or on their early morning commute.

As a result, simply limiting out-of-hours messaging or access to emails may alienate as many staff as it delights. But we do recommend starting a conversation with your staff about this, gauging their concerns and preferences, and then trialling possible solutions.

If you do this, there are two things to remember. The first is that the conversation should be organisation-wide, so include people at different levels of seniority, with varied working patterns and from different generations. The second is that senior staff have to set the culture. If you do adopt a company policy, you have to follow it yourself.
We are an award-winning full-service law firm that provides legal advice and estate agency services for businesses, individuals and families.

If you are a business, our legal advice can help you achieve your business objectives. If you are an individual, we can support you and your family as you journey through life.
Here’s a sneaky peek at mock-ups for our next three issues of Connected. We want our members to have loads of time to think about the themes we’ll be covering, and to send us interesting stories. Or you might want to take out advertising space that will help promote your services nationally. (See p. 29 for advertising rates.) So why not contact the Chamber and get connected!
Email sarahyoung@dundeeanguschamber.co.uk for more info.

Needing some space?

The Chambers home in the heart of the waterfront at 37 City Quay is fully resourced for members to take advantage of. The Member’s Lounge is a large drop-in space for having business meetings over a coffee or to spend some quiet time at any of the flexible working spaces. There are four meeting rooms which can be booked from just £10 per hour - members enjoy a significantly discounted rate. The rooms take from 2 people to circa 40 theatre style.

Visit www.37CityQuay.com to find out more.