

# fbm

FIFE BUSINESS MATTERS

SUMMER 2018

ISSUE

43

[www.fifebusinessmatters.co.uk](http://www.fifebusinessmatters.co.uk)

**FOCUS ON: INNOVATION**

Showcasing Fife's latest inventions

**BUSINESS BRIEFS**

The latest news from around Fife

**ALL-ENERGY 2018**

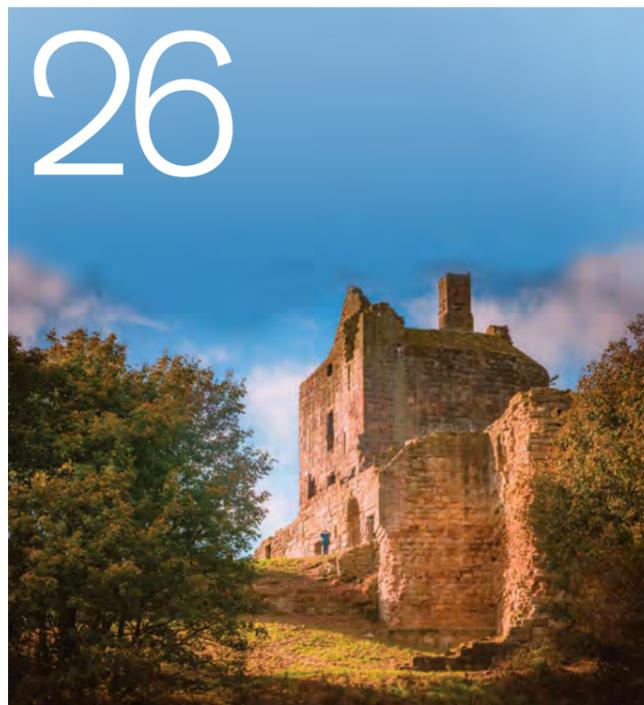
Highlighting Fife as a place to invest

**SUPPLIER DEVELOPMENT PROGRAMME**

Helping businesses improve competitiveness

## DYNAMIC BUSINESS THINKING IN ACTION





## Welcome

Welcome to Issue 43 of Fife Business Matters (fbm). With the summer now upon us, for some sectors it can be a traditionally quiet time of year, but for others, like the tourism sector, which contributes significantly to our local economy, it's a vital time of year.

With fingers crossed for a warm, dry summer, there is real optimism across the region about the summer months. Fife as a region has so much to offer and with visitor numbers high (approx. eight million a year), revenue remains strong, with visitor spend higher than the national average. And, the sector isn't resting on its laurels. There are plans afoot to continue to provide first-class experiences and create a reputation of being a 'great place to visit'.

And, for those businesses that tend to have a quieter period over the summer months, this is an ideal time to stop and reflect and consider what is and isn't working in your business.

So, let's embrace the summer months, take the opportunities and make our businesses and the local economy even more resilient.

This last quarter in Fife has once again been outstanding. I take pleasure in hearing the positive stories that come from local businesses, many of which we will share in this issue of fbm. We've growth case studies; we hear from start-up businesses; and we get an insight into some of Fife's most innovative businesses.

In the words of Richard Branson: "Innovators are the ones who can imagine and reimagine the world as they see it, who can create something out of nothing and do things differently". This is certainly the case in Fife. In the coming pages, we showcase the successes of McCormack Innovation and SunTech UK, each of which are small businesses that have designed and created exceptionally innovative products. They are world-class inventions, which are generating significant interest around the world. Long may this continue!

Please do take the time to read this issue of Fife Business Matters and enjoy the news, experiences, case studies and ideas featured.

If you've business news you'd like to be considered for the Autumn issue of fbm, please email:

[editor@fifebusinessmatters.co.uk](mailto:editor@fifebusinessmatters.co.uk)

Have a wonderful summer!

**Stephen Doran**

Chair of the Fife Economy Partnership



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**Cover:** Image courtesy of Dynamic EMS. Turn to page 8 to read fbm's interview with its MD, John Dignan.

**fbm**

Fife Economy Partnership  
GROWING FIFE'S FUTURE

CIPR PRIDE AWARDS 2015 SHORTLIST

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## REELING IN SALES

Last year (2017) was Glenrothes-based Reel Service's best year for sales in over 15 years.

In fact, its recent rebrand and marketing drive is reaping rewards across the business. Last year saw improvements in all key areas – turnover increased by 40 per cent; productivity was up by 22 per cent; it improved manufacturing yields; it increased its headcount by 10 per cent and improved its quote to order success too.

Andrew Currie, Project Manager at Reel Service told fbm that this is just the start for the tape and reel company. He said:

"Our current outlook is positive. One customer intends to quadruple its current orders and is to provide forecast numbers for the next ten years to support our future capacity planning.

"We also continue to recruit and are considering introducing additional shifts. We have invested significantly and are awaiting delivery of several new high-speed machines for our expanded production floor to enhance our automated production capability."

Reel Service has also reaped rewards from exhibiting at Southern Manufacturing. Its first time at the UK trade show in 17 years was so fruitful, that it has signed up for next year, with support again from Fife Council Economic Development.

[www.reelservice.com](http://www.reelservice.com)



Reel Service sees improvements across the business



FTV Proclad secures multi-million-pound contracts

## FTV PROCLAD SECURES MULTI-MILLION-POUND CONTRACTS

Glenrothes-based FTV Proclad International has celebrated an excellent start to 2018 by securing several new contracts totalling over £5 million, all to be delivered in the next 12 months.

Part of the Proclad Group, FTV Proclad International is one of the few engineering companies in the world which offers a complete solution in-house from supply of materials through to heat treatment, specialist machining, weld cladding, forged fittings and induction bending.

This enables the business to take full control of quality and lead times, providing significant benefits to clients in terms of cost savings, ease of management and minimised exposure to the contractual and commercial challenges of today's market.

FTV Proclad's UK Group Sales Manager, Derek Shepherd, explained:

"Like most engineering companies that have relied on the oil and gas sector, the last few years have been difficult.

However, we have been working extremely hard to build our presence through the implementation of a sales diversification strategy into other industries and thankfully it is starting to pay off."

He continued:

"We are now looking forward to a period of sustained growth with significant investment in new equipment planned for the year ahead as well as continuing our development of new market sectors."

[www.procladgroup.com](http://www.procladgroup.com)

## LOGAN ENERGY PLAYS PIVOTAL ROLE IN EUROPEAN HYDROGEN PROJECT

From the dockside of Methil to the seaside of Tenerife – a revolutionary hydrogen project is set to change the way island nations are fuelled.

Logan Energy is building the refuelling unit in Scotland which will be responsible for powering three service vehicles in Tenerife.

Playing a pivotal role in the resource-efficient flagship initiative COM(2010) 2020, coordinated by National University of Ireland Galway (NUIG), the Scotland-based hydrogen and fuel cell specialist company will use the expertise and results obtained from its work at the Levenmouth Community Energy Project as it develops the SEAFUEL system.

Bill Ireland, Managing Director at Logan Energy, said:

“We are now realising the vast potential of hydrogen as a fuel source. Our work at the Levenmouth Community Energy Project over the past few years designing, installing and managing the hydrogen systems has been industry-leading. We can now use the lessons learned and develop cutting-edge technologies which truly demonstrate hydrogen's value on an international level.”

Renewable electricity will power the desalination process, turning sea water into clean water. This will then be used to produce hydrogen for fuelling the vehicles. The project will also investigate an innovative new approach to electrolyse directly from sea water.

[www.loganenergy.com](http://www.loganenergy.com)



Logan Energy is building the refuelling unit in Scotland (as pictured), which will be responsible for powering three service vehicles in Tenerife



One of ACA's completed low energy, self-build homes in Gleneagles

## GRAND DESIGNS FOR LOCAL ARCHITECT PRACTICE

Dalgety Bay-based AC Architects (ACA) has grand designs for its future.

The practice was built on a solid foundation having secured an East of Scotland Investment Fund (ESIF) loan for £25,000 in October 2013. This finance enabled the emerging practice to buy computers and specialist software to recruit two architects and an office manager.

Five years on and the business is thriving having completed 260 spectacular, one-off low energy homes across the UK. Turnover is projected to increase by 40 per cent this financial year, taking it to around

£460,000. There are also plans to add to its twelve-strong team as the practice looks to recruit one or possibly two new graduate architectural technicians.

Allan Corfield, Director at ACA commented:

"The loan and advice provided by a few trusted business mentors and Brian Blackburn of Business Gateway Fife was invaluable and set us on our journey of growth. Business is thriving and we've a strong portfolio of projects lined up for the coming months, each one of which is bespoke in design, style and delivery."

[www.acarchitects.biz](http://www.acarchitects.biz)





Bowhouse gets new funding to support start-up food and drink businesses

## DEVELOPMENTS AT BOWHOUSE PUT FOOD IN FIFE ON THE MAP

Fife Council Economic Development is supporting Bowhouse to assist start-up food and drink businesses to test their products, trade and position their business.

**B**owhouse, Fife's new food innovation hub, is unveiling its expanded portfolio of makers based at the St Monans site alongside new funding to support start-up food and drink businesses.

In the ten months since it opened, seven micro and small producers have based themselves there, working on diverse produce from shellfish and heritage flour to craft beer.

Now Fife Council Economic Development is supporting Bowhouse to assist businesses by giving them scope to test their products, trade and position their business. This funding will provide a range of benefits designed to help businesses grow including business advice through Business Gateway Fife's services, collaboration, and free pitches at the popular Bowhouse Food Weekend events.

Founder of Bowhouse Toby Anstruther said:

"Bowhouse is a place for making – creating food by transforming raw ingredients from the East Neuk's farms and waters into finished products ready for eager customers. Bowhouse replaces a missing link in the food chain from farmer to consumer and there is a clear appetite for this, as our growing number of makers demonstrates."

Amongst the local producers based on site are: Langoustine the Box; East Neuk Organic Brewing & Distilling; and Minick's Butchers.

For more information, email:

[market@bowhousefife.com](mailto:market@bowhousefife.com); call: 01333 720200 or visit: [bowhousefife.com](http://bowhousefife.com).



Right: Langoustine the Box is based at Bowhouse

## CONFERENCE CARE EXPANDS TO DELIVER MORE SCOTTISH EVENTS

**V**enue finding and event management company, Conference Care carries out one third of its business in Scotland from its base at Pitreavie Business Park. It employs three specialists - and is adding to the team - to deliver events ranging from small meetings to full-day conferences for thousands of delegates.

St Andrews is a popular destination for events. Conference Care works regularly with The Old Course Hotel and Hotel Du Vin and elsewhere in Fife, the Carnegie Conference Centre is a favourite. New venue Doubletree by Hilton Queensferry, is also proving popular with its spectacular views over the Forth.

Speaking about one of its most memorable events, Pauline Beattie, Head of Sales Scotland at Conference Care, said:

"One client tasked us with finding something completely different for their team activity. We took them to The Fairmont St Andrews and Blown Away provided them with a land yachting experience, which was so much fun!"

Conference Care's Scottish Hub is in Dunfermline, which it says is the ideal location to reach key clients quickly and easily, ensuring it's on hand to support with expert service and advice.

[www.conferencecare.com](http://www.conferencecare.com)

Land yachting with Blown Away in St Andrews



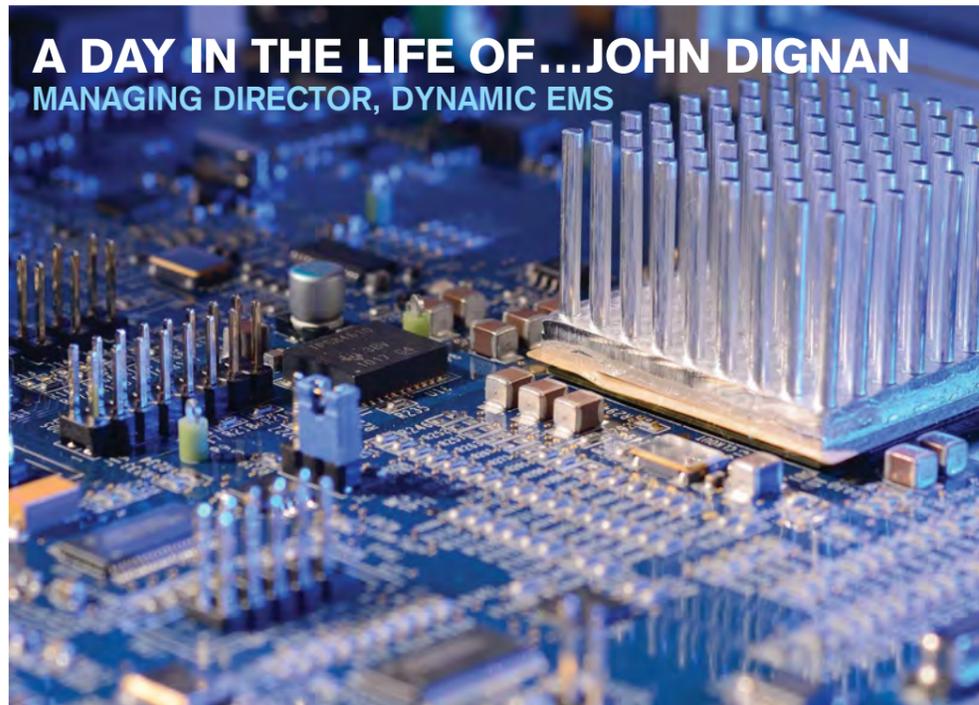
John Dignan joined Dynamic EMS in 2005 as Sales Director, before taking over the helm in 2011 as Managing Director. Three years later he acquired the Dunfermline-based electronic manufacturing services (EMS) business, which employs 100 people and has grown under his leadership.

As Dynamic EMS enters its 61st year in business, John Dignan reflects on the past, talks about his modern style of management and how the business is moving forward in a 'dynamic' way.

Above: Dynamic EMS offers a tailor-made, customised electronics manufacturing service to customers with complex, highly-diversified businesses



John Dignan, Managing Director, Dynamic EMS



## A DAY IN THE LIFE OF...JOHN DIGNAN MANAGING DIRECTOR, DYNAMIC EMS

### How has Dynamic EMS changed since you joined in 2005?

Social, environmental, political, technological and economic challenges have all impacted on the electronic manufacturing sector in the UK but fortunately, we have ridden the wave of change.

By recognising the need of the customer and indeed the needs of our customers' customer, we have continued to invest in relationships and taken a long-term view rather than a quick-fix approach. However, continuing to develop mutually beneficial business relationships with new customers as well as growing the company organically can be a challenge. Our customer retention is very positive as we have adopted a "Service Model" that allows the company to be extremely responsive to the increasing demand of the electronic manufacturing services (EMS) industry.

### As Owner and MD since 2011, what is it that you bring to the organisation?

The business operates a paternalistic, open and communicative culture towards our employees, many of whom have served the company over a number of years and whose loyalty ensures that we achieve our aspirations.

I'd like to think I'm consultative in my leadership style and place accountability for the day to day running of the business with the management team, but I am still very hands on.

I am always up early and reviewing emails and planning for the day from 5.30am, before heading into

the office and having my first 'meet of the day' around 8am. We have a daily directors' meeting at 9am to review the previous days outputs, misses and opportunities. In our industry margins are very thin, so we keep a close eye on those too.

### Dynamic EMS has experienced growth year-on-year. What's the biggest factor behind that growth?

Since 2014 the company has grown year-on-year and now has a turnover of £9.5 million.

This is primarily down to the development of our sales strategy that is sector-based and diversified in 'niche' technologies. This looks to attract like-minded individuals who value our service offering. We believe that a contributing factor to this growth has come from deploying this strategy and by choosing the right customers to engage with.

### What does the future hold for Dynamic EMS?

Much of the same I hope! We have a clear direction, are results driven and we aren't scared to ask others for advice.

Dynamic EMS will continue to grow its UK indigenous business with the potential to develop internationally, as we look to attract more European and North American based customers.

Our sixty-one years of success is a result of our business commitment. We haven't deviated too far from our original plan to invest in the relationship with our customers and we will continue to do so.

[www.dynamic-ems.com](http://www.dynamic-ems.com)

# DYNAMIC EMS

Business  
loans of  
up to  
**£100,000**



## NEED HELP FILLING THE FUNDING GAP?

### Who we are

- Business Loans Scotland provides loan finance up to £100,000 to new and growing SMEs with growth potential
- Business Loans Scotland is a consortium of Scotland's 32 local authorities
- In Fife, Business Loans Scotland is managed by Fife Council Economic Development and delivered by Business Gateway Fife

### How can the funds be used?

Loans may be used for:

- Working capital
- Purchase of plant and equipment
- Purchase of business property

### What to do next

Register online at [www.bls.scot](http://www.bls.scot) using the 'Apply Now' form.



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Business Loans Scotland



EPS Services & Tooling recently topped the Best Performing Business (under 50 employees) category at the Fife Business Awards. In this article we find out what lies behind the business' success.

## DEVELOPMENT CONTINUES FOR EPS

**B**usiness Gateway Fife client, EPS Services & Tooling (EPS), which manufactures and services wide bandsaws and woodworking tooling, is committed to continuous development through investment.

Much of its ongoing growth and recent success is down to the decision to increase its capacity back in 2013. At that time, it relocated to larger premises, took on six additional members of staff and invested



over £500,000, which included support from Scottish Enterprise's Regional Selective Assistance, creating a strong platform from which to grow year-on-year.

Advice, workshop attendance and some small grants from Business Gateway Fife have helped guide EPS over the years.

Today, EPS in Kirkcaldy services up to 600 bandsaws each week, operating over two shifts per day. Revenue increased last year by 20 per cent to £765,000, whilst it has also introduced innovative fixed price models and unique reporting structures to help customers manage their operations.

Further growth is on the cards. EPS expects to achieve annual revenues of £1 million within three years, whilst increasing its headcount from 12 to 19. Yet more capital investment will be made, with plans in place to extend the facility to build capacity further.

[www.eps-services.co.uk](http://www.eps-services.co.uk)

EPS Services & Tooling (EPS) manufactures and services wide bandsaws and woodworking tooling

## EUROSPRAY SECURES BLS LOAN

Eurospray has successfully secured funding from business loan scheme.

**W**hen Business Loans Scotland (BLS) was launched in March 2017, it was aimed at offering loans to good, viable businesses seeking access to alternative methods of finance.

With this in mind, when Eurospray found itself with a cashflow predicament due to the delay of a couple of contracts, it applied to BLS to bridge its funding gap.

Private equity was injected into the business as well as securing a loan from DSL Business Finance, which was match funded by Business Loans Scotland.

Eurospray is one of the UK's largest sub-contract paint finishing companies



Eurospray Director, Mike Strange said:

“Our business adviser at Business Gateway Fife, Lynne Baillie, put us in touch with Business Loans Scotland to help manage this 'blip'. Its loan of £25,000 has been ideal in bridging our cashflow shortfall and put us back on an even keel.

Business is good. We are resilient and the business is stronger than ever.”

This year, Glenrothes-based Eurospray, which is one of the UK's largest sub-contract paint finishing companies, celebrates 20 years in business, and things are certainly looking up. Business has increased by 30 per cent this last quarter and it has recently started work on a new train project. It continues to service Virgin Media, BT, train wifi systems and has won new business replacing street lights with LED lighting.

[www.eurospray.net](http://www.eurospray.net)

For more information on Business Loans Scotland contact Business Gateway Fife (01592 858333/success@bgfife.co.uk) or visit: [www.bls.scot](http://www.bls.scot).

Expert Help from Business Gateway Fife gives PeachyKeen the tools to move business forward.

PeachyKeen specialises in human movement systems to generate electricity

## BUSINESS IS PEACHYKEEN

**S**pecialists in human energy systems, PeachyKeen is reaping the rewards of marketing support from Business Gateway Fife (BGF). The Kirkcaldy-based business gained Expert Help from BGF and utilised the services of K2 Marketing to develop its website.

This proved to be a turning point for PeachyKeen as the exercise of redesigning its online presence has been a complete refresh of how it communicates with present and future customers.



Andrew Bowie, Director of PeachyKeen, said: "K2 Marketing quickly appreciated the inner workings of our business and how we present ourselves to the world. We have not only benefited from a fantastic new website, we now have a much better understanding of marketing in a way that still adheres to our values."

PeachyKeen's new website has brought about a significant increase in enquiries. It's already secured a significant ten-day project this summer, as well as requests from a variety of sectors including schools, local authorities and businesses across the UK.

Designing and manufacturing more products in-house; developing its 'lego brick' approach - an innovative electric storage mechanism - and adding to its event programme, are all on the cards for PeachyKeen.

[www.peachykeen.co.uk](http://www.peachykeen.co.uk)

## GAME ON FOR FIFE FUTSAL BUSINESS

A Fife business is helping nearly 400 children learn a form of football, known as Futsal, which shaped the skills of some of the world's most famous players including Pele, Messi, Ronaldo and Neymar.

**F**utsal Escocia has transformed its successful training programme, which was initially started as a hobby and rolled out to just 16 children at Inverkeithing High School, into a franchise. It now has pilot schemes in Inverness and Glasgow and its first full-franchise academy has been launched in Ayrshire.

Ex-professional footballer, Russell Taylor, initially created his 'Developing the Player' coaching programme in his spare time to teach boys and girls aged five to 17 the technical skills of the game.

Following advice from Business Gateway Fife, the business is now growing apace with Russell, who played for both Raith Rovers and Dunfermline, predicting turnover will rise steadily as more franchises come on board and he launches the El Niño's programme, a futsal programme for three to five-year-olds, after the summer.

Russell Taylor said:

"Interest in Futsal is on the rise, and I am fielding enquiries for potential franchises from throughout Scotland, however, the location and the coach have to be right."

He added:

"The support I've had from Business Gateway Fife has helped enormously; from working with a financial adviser to decide the best operational model, to sitting down with franchise experts to pick the best route to take long-term. My adviser has also helped me secure support through DigitalBoost and highlighted potential funding, both of which will help me restructure my website and potentially launch a parent app."

[www.futsalescocia.co.uk](http://www.futsalescocia.co.uk)



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Former professional footballer, Russell Taylor, has launched Futsal Escocia into a franchise

Avtek Solutions has secured Regional Selective Assistance (RSA) to support investment and growth, with the safeguarding and creation of jobs.

Avtek has recently completed a project at Firrhill High School, Edinburgh



## RSA SUPPORTS FIFE BUSINESS GROWTH

Avtek Solutions is fast tracking its growth plans thanks to a major funding package from Scottish Enterprise's Regional Selective Assistance programme.

The Fife-based curtain walling and commercial glazing company has already enjoyed significant growth over the last three years breaking the £5 million turnover mark. It is now looking at new premises which will treble the size of its existing facility and add four additional team members.

With a burgeoning order book which is already in excess of £4 million for 2018, Avtek is also planning to invest in state-of-the-art technology to enable the company to cope with the larger contracts it is being asked to deliver.

Avtek Solutions' Operations Director, Mark Lawrie, commented:

"This RSA funding enables us to move to a facility which can accommodate our long-term growth plans. It is a significant investment as we will be purchasing the new premises as well as a new CNC machine.

“Our growing reputation in the market is enabling us to secure and deliver multi-million-pound contracts, and by investing in the latest technology we are significantly increasing our capacity whilst being able to deliver even higher quality and accuracy.”

[www.avteksolutions.co.uk](http://www.avteksolutions.co.uk)

For more information about Scottish Enterprise's Regional Selective Assistance, please contact Business Gateway Fife on: **01592 858333** or email [success@bgfife.com](mailto:success@bgfife.com). Or, to find out if you meet the criteria or to check on the levels of funds available visit: [www.scottish-enterprise.com/rsa](http://www.scottish-enterprise.com/rsa).



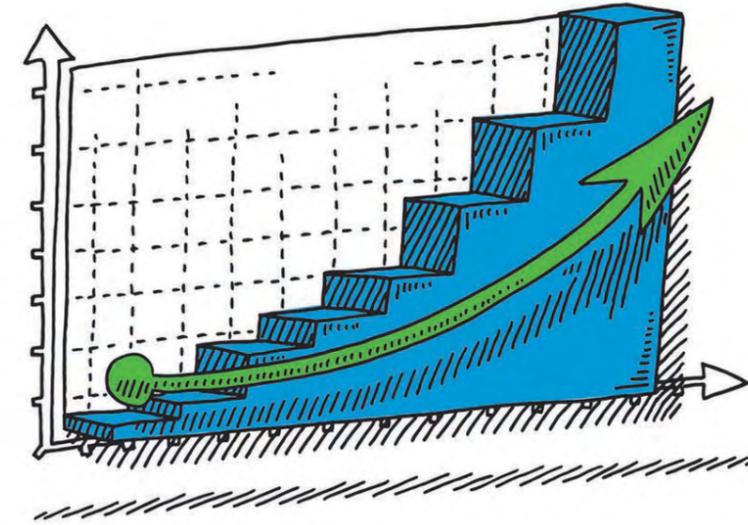
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BUSINESS GATEWAY FIFE PROVIDES A WIDE RANGE OF SUPPORT AND ADVICE TO INDIVIDUALS LOOKING TO SET UP IN BUSINESS, AND NEWLY FORMED AND EXISTING BUSINESSES LOOKING TO GROW AND DEVELOP.

ITS EXPERIENCED BUSINESS ADVISERS PROVIDE TAILORED ADVICE AND ACCESS TO A VARIED PROGRAMME OF FULLY FUNDED WORKSHOPS, INCLUDING START-UP SESSIONS AND SKILLS EVENTS.

For more information, please call: **01592 858 333** or visit: [www.bgateway.com/fife](http://www.bgateway.com/fife)



## HOW BUSINESS GATEWAY CAN HELP you develop your business

Business Gateway may be known for start-ups but you'd be surprised at what we can offer growing businesses:

Would you like a second opinion on your business plan from one of our experienced, impartial Business Advisers; access specialist business support on a wide range of issues; draw on the wealth of market data from our Information Service or be signposted towards sources of funding and key contacts for onward referral and business development?

Business Gateway Fife is here to help.

“ Business Gateway's support rapidly increased our online platform.”

David Moir, My Golf Ranking

### We can help with

- Routes to Finance
- Identifying opportunities
- Auditing IT systems
- HR issues

BUSINESS GATEWAY FIFE, DELIVERING ON BEHALF OF FIFE COUNCIL ECONOMIC DEVELOPMENT, PROVIDES A RANGE OF SERVICES TO NEW AND ESTABLISHED BUSINESSES IN FIFE.

Visit [bgateway.com/fife](http://bgateway.com/fife) or call **01592 858 333**



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In Fife, we've always been full of bright ideas and are proud of those innovations that have been created here. Fife inventions are playing a key role in shaping the modern world, and we just can't stop coming up with new ones!

In this feature - the first in a series - fbm highlights two local start-up businesses. SunTech UK and McCormack Innovation are each extremely innovative and are at exciting points in their ambitious growth strategies.

Above and below: eFOLDi is the world's first fully collapsible electric foldable scooter

Right: Sir Richard Branson and eFOLDi's Founder, Sumi Wang. eFOLDi came runner-up in the 2016 VOOM Awards, Sir Richard Branson's annual start-up competition



## A LITTLE SCOOT

Father and daughter, Jianmin and Sumi Wang, who with a combined 66 years of engineering experience, have launched their latest batch of new, lighter foldable electric scooters.

Billed as the world's first fully collapsible electric foldable scooter, eFOLDi, developed by SunTech UK, has been evolving over the last four years. Since the first prototype, it is now 20 per cent lighter and its range has increased by 30 per cent.

There is no doubt, it's an ingenious idea, but for inventor Sumi Wang, there are still improvements to be made as they fine tune the 300 components that go together to create the versatile electric vehicle.

The design team, which is based at the Fife Renewables Innovation Centre, is continuously looking at ways of reducing the product's weight and improving performance to widen its appeal to those less able. The mobility scooter industry is big business - in the UK, there are 350,000 mobility scooter users with 80,000 units being sold each year.

Sumi Wang, Founder of eFOLDi, said: "eFOLDi is constantly evolving as we look to appeal to the next generation, whilst widening our market reach. We're listening to feedback from our customers and are also advancing the technology and materials used to make the product as lightweight and user friendly as we can.

"The next batch of scooters is currently in production in China and we're looking forward to those being delivered, primarily to customers in the UK. But we do also have interest from the US, the Middle East, Asia and Hawaii."

Over 2,000 units have been produced to date, with eFOLDi aiming to increase that figure five-fold once it has perfected its supply chain process.

Past funding from the Scottish EDGE Awards and a more recent round of crowdfunding, which brought in £1 million worth of investment for the business, has enabled product development and the expansion of its sales team. The business is also working to develop the Power Chair - its latest invention - which, with just the flick of a button, will fold and unfold as required.

Sumi added: "Starting up with little business experience and limited mechanical engineering knowledge was a leap into the unknown. But we took our idea, our successful prototype and have developed a flourishing business." [www.eFOLDi.co.uk](http://www.eFOLDi.co.uk)



## OPPORTUNITIES APLENTY, BUT IT TAKES TIME

It's good news for McCormack Innovation, which has reached the finals of the Scottish EDGE Awards for its innovative FlushAway product. With the potential to secure £100,000 of funding it's a significant milestone for the up-and-coming business.

McCormack Innovation is not standing still, and in fact every time fbm talks to its founder and inventor, Brian McCormack, yet more contracts have been secured and product development is continuing apace.

FlushAway, the soluble stool collection device, continues to make inroads into the world-wide healthcare market. McCormack Innovation is supplying around 15,000 FlushAway units per year to Gut Feeling in Sweden, which have been designed and written in Swedish. It has also completed a deal with The BioLab to have the sole distribution rights for FlushAway in South Africa, with expected orders of hundreds of thousands of units each year.

Opportunities for FlushAway continue to present themselves. The Kirkcaldy-based business is making its mark in the Middle East with meetings lined up with key figures in the medical sector.

Closer to home, McCormack Innovation has teamed up with Professor Robert Keatch at the University of Dundee, who is heading up a three-month study into dissolvable materials for clinical use. From the outset he saw that McCormack Innovations' materials would provide easy removal for the treatment of diabetic foot ulcers.

And, as society moves away from using non-degradable products, especially with the Government set to ban cotton buds and wet wipes, McCormack Innovation has the solution.

In a recent presentation to Scottish Water's Research and Development Team, it demonstrated that its patented wipes dissolve in seconds. Following that meeting, Brian was encouraged to enter the Scottish Environment Business Awards (VIBES) and will be working alongside Dr David Campbell of the School of Energy, Geoscience, Infrastructure & Society at Heriot Watt University, Edinburgh where his soluble products are being put through a test rig system.

Brian McCormack has just returned from the World of Wipes (WOW) International Conference where he met with the Vice President of one of the largest manufacturers of wet wipes in the world. And, this summer, Brian will attend and present at the Scottish summit on Marine Litter in Oban.

The potential for McCormack Innovation's soluble products is endless and the challenge for the business is now developing its entry to market. Whilst it has successfully secured contracts, it is looking to expand. The opportunities are there and it's now down to Brian and his team to secure these and roll out more of its soluble products.

To see a video of McCormack Innovation's dissolving wipes, visit:

[www.mccormackinnovation.co.uk](http://www.mccormackinnovation.co.uk)



Above: McCormack Innovation has invented dissolving wipes

Right: McCormack Innovation visited Heriot Watt University's test rig



Is your Fife business missing out on an opportunity to claim R&D Tax Credits to invest and support innovation?

In this article we hear from EQ Accountants' Ross Oliphant about a couple of Fife companies he has assisted in making successful R&D claims.



## INNOVATION GETS BOOST FROM R&D TAX CREDITS



Ross Oliphant,  
Partner EQ Accountants

When most people hear research and development (R&D), they think "white coat" research or of a large business with an established R&D team, but that is not always the case. In fact, when it comes to R&D tax, a company that is taking a risk by attempting to "resolve scientific or technological uncertainties" could qualify. This includes creating new products, processes or services, or changing or modifying an existing product, process or service. In addition, a project that is not successful can also be eligible.

EQ Accountants has assisted companies in Fife to make successful R&D claims. As a firm, it has claimed over £13 million in tax savings to date, allowing clients to continue to invest and support innovation.

There are so many sectors where R&D claims are possible, including engineering, manufacturing, food and drink and software.

For Glendale Plastics, part of a family-owned group of companies, with expertise in a wide range of engineering and processing technologies, it reclaimed £51,000 in tax savings through this scheme. This allowed it to continue to innovate its processes and further invest in the company.

Its undertaking of rigorous testing and experimentation using different materials, varying the characteristics of those materials, in order to create a product to suit a variety of food manufacturers' requirements, made it a successful claimant. Bruce Galloway, Managing Director of Glendale Plastics Limited, commented:

"EQ has worked closely with us to provide valuable and proactive assistance in compiling and

submitting our claim, giving optimum value to our business."

In Methil, with EQ's assistance, Stuart's Bakers and Butchers identified a R&D opportunity through its activities and the incorporation of two different projects – improving existing processes and developing new recipes.

The company purchased machinery to improve its food manufacturing process in order to supply its products in greater volumes without compromising on quality. At the same time, research and testing were conducted to develop a range of bakery products, which offered unique flavours at a much lower cost than its global competitors, but without losing taste and quality.

Stuart's claim saved it £35,000 in tax, which has supported further innovation and allowed reinvestment in the business.

Stephen Haig, Director of Stuart's said: "EQ's knowledge and expertise with R&D claims has empowered us to claim tax credits with confidence, which in turn, has allowed us to reinvest in the growth of our business."

For more information, or to discuss the possibility of making a R&D claim, please get in touch with Ross Oliphant, Partner in EQ Accountant's Glenrothes office on: **01592 630055** or email:

**ross.oliphant@eqaccountants.co.uk.**



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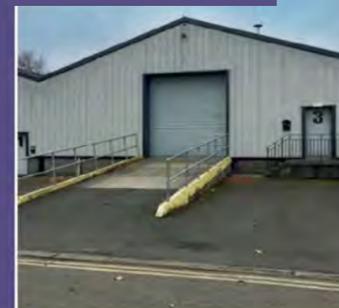
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Forty-four years in business and GS Brown has a reputation as a progressive company manufacturing high precision engineering components. It's weathered the recession and in the last 18 months has seen demand soar. fbm caught up with Director Des Brown to find out more.

GS Brown is a high precision manufacturing business



Des Brown, Director of GS Brown



Leadbank-based high precision manufacturing business GS Brown has seen its business grow in the last 18 months. Having reached pre-recession sales levels and a move into robotics, the business has increased sales by 40 per cent in the last year.

This growth was a conscious effort. The business diversified into servicing the robotics industry supplying to new divisions of existing large multi-national clients as well as sourcing new clients.

Des Brown, Director of GS Brown explained:

“We've moved into the robotics sector. It was a strategic decision as we aspired to spread our wings and by diversifying into this market, we also made the business more stable.

Our growth is very controlled and whilst we're focused on growing robotics further, we will do it in a measured and sustained manner.”

Des added:

“With this growth comes the need to recruit more staff. We've taken on three staff of late, but the recruitment of highly trained and experienced employees is proving difficult.”

Along with growth, GS Brown has also invested significantly in new machinery. Its commitment to using the latest state-of-the-art machine tool and production control systems technology sets it apart from its competitors. There's less wastage and increased efficiencies, which bring about a competitive pricing structure.

Des Brown, whose father started the business, has recently returned from MACH 2018, the UK's premier manufacturing technologies event, which he attended to keep abreast of the latest technology and keep in touch with key suppliers. He commented:

“Attending MACH 2018 was a useful benchmark exercise to keep up to date with the latest technology. What was reassuring, is that we're up to date and there have been no further technological advances, so the machinery we're currently using is the best.”

GS Brown's clients are large multi-national companies based around the world. Ninety per cent of its business is repeat business from its long-term customers, the majority of which have signed supply agreements. This method of stock status allows GS Brown to control and monitor its production levels to replenish stock and meet demand.

Des Brown concluded:

“Business is good at the moment, with night shifts taking place to keep up with demand and replenish stock levels. Our clients have been with us for many years and with supply agreements we can project our manufacturing levels, increase production as required whilst offering a personalised and friendly customer service.”

[www.gsbrown.com](http://www.gsbrown.com)



# DYW

## FIFE

### Developing the Young Workforce

# THEIR FUTURE IS YOUR BUSINESS

Developing the Young Workforce (DYW) is the Scottish Government's national strategy for enhancing links between businesses and education.

Here in Fife we are linking employers with schools and colleges to open up the world of work to young people, to stimulate and grow our future talent.

#### SUPPORTING YOUNG PEOPLE

It is more important than ever for young Fifers to start thinking about their future career at an early age and to access the skills, knowledge, experience needed to be work-ready.

Supporting all young people into positive destinations and getting more young Fifers into work is a top priority for Fife Council. The Council is working closely with Fife College and the business community making sure pupils are well-prepared to meet the current and future needs of local, national and international employers.

Over 3,000 Fife businesses are already helping people become career-ready through Opportunities Fife and wider employability initiatives. Getting involved through DYW gives businesses further opportunities to link with schools and engage, inform and inspire young Fifers.

#### HOW TO GET INVOLVED

- Speak to a school / college about your career, business or industry
- Host an on-site workplace visit for teachers and/or pupils
- Engage in Primary and Secondary Enterprise Programmes
- Attend a careers event or help deliver an interview skills session
- Become a STEAM (Science, Technology, Engineering, Arts & Maths) Ambassador
- Raise awareness of job vacancies
- Offer a work placement
- Deliver masterclasses or mentoring
- Take on a school-leaver intern or Modern Apprentice
- Engage business in education programmes, design & delivery
- Partner with schools and colleges on the Foundation Apprenticeship programme

#### GETTING IN CONTACT

DYW/Employability Coordinator – Ray Fernie ([ray.fernie@fife.gov.uk](mailto:ray.fernie@fife.gov.uk))

[DYW.Fife@fife.gov.uk](mailto:DYW.Fife@fife.gov.uk)

#### CASE STUDY



#### FIFE'S STUDENT OF THE YEAR IN A MAJOR NATIONAL EVENT

Charlie Blair, 17, was so successful on the 'Career Ready' programme that she was put on, under the school's Employability initiative, that she earned the Top Fife Student accolade at the Standard Life sponsored Scotland Student of the Year Awards.

It has been an exciting past two years for Charlie, whose performance on work placements, as part of 'Career Ready', and her work at school, impressed the judges.

Said Charlie, who will be studying Primary Education at university: “I have to say that the Career Ready programme made a massive difference to me.

“The two year programme put me in the direction I needed to realise what I want to do as a career.

“I would love to become a primary teacher and what the Employability initiative gave me was the support I needed to help me head in the right direction.

“Now I am looking forward to the next stage at Aberdeen University and to be named Fife's Student of the Year was something I really did not expect.”

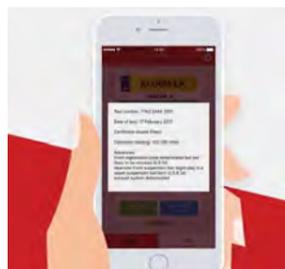
Steve Blake, Chair of Career Ready Fife Advisory Board, added: “Working in partnership with Career Ready, educators and key employers across Fife is vital in continuing to grow and sustain the support we give to our young people.

Charlie Blair's mentor Neil McGuinness, CFO at HCS Control Systems said: “I have really seen Charlie develop over the last 18 months – her communication is more confident, her studying is more focused, her career is much better defined and crucially, she will apply herself to get the results she wants to achieve.”

### D&G AUTOCARE LAUNCHES VEHICLE MANAGEMENT APP

D&G Autocare has claimed a UK industry first with the launch of an innovative vehicle management app, following a technological investment of £10,000 in the business.

The app hosts a range of motorist benefits, including receiving timely reminders for a vehicle's MOT and servicing. Motorists can use the app to book their cars in to a D&G garage of their choice and can check the service and insurance history of any car before deciding whether or not to purchase it.



D&G Autocare's new vehicle management app

### FIFE START-UP COLLABORATES WITH EDINBURGH NAPIER UNIVERSITY

Fife start-up software company, Trisent, is putting security first by enlisting Scotland's top cyber security expert Professor Bill Buchanan of Edinburgh Napier University.

Trisent is developing a Personal Data Browser to help customers to collect their personal data, providing the owner with a browser to view, search and analyse the data.

Professor Bill Buchanan OBE said:

"We believe in Trisent's citizen-focused approach to personal data and Edinburgh Napier has internationally leading expertise in data encryption, cybersecurity and blockchain, and so this collaboration will allow us to jointly develop the safest system in the world for personal data."



Dr Gordon Povey (Trisent CEO), Professor Bill Buchanan (Edinburgh Napier University) and Liam Bell (Research Fellow, Edinburgh Napier University)

### PAEDIATRIC FIRST AID PROVISION IN NURSERIES

First Aid Training Cooperative, a Fife-based training company, is calling on the Scottish Government to implement laws designed to safeguard young children.

Cory Jones, Co-Founder of First Aid Training Cooperative commented:

"England made this law in 2014 and is calling on the Scottish Government to follow its lead by making it compulsory for all providers to train staff in paediatric first-aid."

The company is hoping that by highlighting the gap in suitable training will result in parents putting pressure on private nurseries to take the lead.

[www.firstaidtrainingcooperative.co.uk](http://www.firstaidtrainingcooperative.co.uk)

To submit your company news to fbm, please email: [editor@fifebusinessmatters.co.uk](mailto:editor@fifebusinessmatters.co.uk)

### FIFE COUNCIL INTRODUCES SUPPLIER CASH FLOW SERVICE

Fife Council has partnered up with ELCOM e-Funding to offer cost-effective finance to its suppliers linked to issued orders. It expects that the Supplier Cash Flow Service will provide access to much-needed

finance and affordable working capital to support supplier cash flow challenges.

For more information, visit: [www.fifedirect.org.uk/supplierfinance](http://www.fifedirect.org.uk/supplierfinance).

### BERNER UK ACHIEVES ISO ACCREDITATION

Having recently changed ownership, Berner UK Ltd has announced that it has achieved the prestigious Quality Management System, ISO9001:2015. This set of documents includes standardised

processes, procedures, policies and records for Berner, which supplies its own range of branded engineering and automotive products, hand and power tools, janitorial, PPE and workshop consumables throughout the UK.

### FIFE BUSINESS WEEK 2018

Fife Business Week, led by Fife Council's Economic Development Team, will make a return this November (5th to 9th) and businesses are being encouraged to share their knowledge and best practice by hosting local events. If your

business would like to take part in this important initiative, by hosting an event and contributing towards achieving stronger, sustainable and more resilient economic growth, please email:

[craig.rutherford@bgfife.co.uk](mailto:craig.rutherford@bgfife.co.uk)

### OPTOS WINS BIG

Fife's Optos, a world leading manufacturer of retinal imaging technology, has been crowned Optical Supplier of the Year at the Optician Awards 2018.

It impressed judges with the innovative ways it serves its

UK optometry customers, providing them with "excellent support" in using its products to help detect the signs of potentially life-changing conditions. Congratulations! [www.optos.com](http://www.optos.com)



L-R: Mark Watson (awards host), Chris Willis (Optos Sales Director, Northern Europe), Chris Bennett (Editor Optician Magazine), Amanda Brown (Optos Regional Sales Manager), Kevin Williams (Optos National Accounts Manager, UK), Ebru Hamilton (Optos, Senior International Marketing Manager) and Stuart Burdett from The Federation of Ophthalmic and Dispensing Opticians (FODO)

### AWARDS SUCCESS

Four Fife businesses are celebrating after winning at the Scottish Independent Retail Awards 2018.

Several businesses from across Fife were shortlisted for the awards, but on the night the local companies enjoying success were: Macauley's Fruit and Veg Merchant in Burntisland, (Fresh Produce Provider of the Year); Kirkcaldy's 4eyedimensions (Bespoke Retailer of the Year - North); The Café at Number 16 in Aberdour (Coffee Shop of the Year - Central); and the Premier Smeaton Stores in Kirkcaldy (Convenience Retailer of the Year). Congratulations to all!

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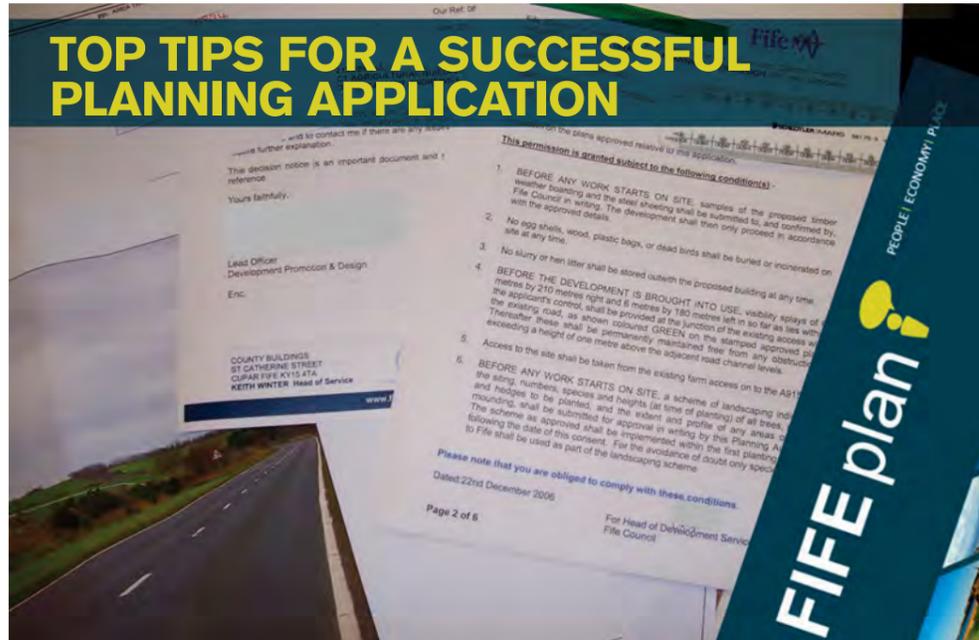


EUROPE & SCOTLAND  
European Regional Development Fund  
Investing in a Smart, Sustainable and Inclusive Future



In this article, Fife Council's Major & Business Planning Team gives businesses its top tips to make the planning application process as seamless and as positive an experience as possible.

Top tips for a successful planning application



## TOP TIPS

Fife Council's Major & Business Planning Team gives businesses its top tips to negotiate the planning process and gain support for development schemes.

### 1. Is it a development?

Before engaging in the planning process. Determine whether planning permission is needed or not.

The planning web pages on [www.fifedirect.org.uk/planning](http://www.fifedirect.org.uk/planning) provide invaluable initial legislative, policy and general guidance advice as well as appropriate external links to help with pre-application research. Some changes of use do not require planning permission – Fife Council can issue a Certificate of Lawfulness (CLP) to legally confirm if a proposal does or does not require planning permission.

### 2. Have pre-application discussions

For a proposal that needs planning permission, then pre-application enquiries provide a formalised opinion and will identify any issues that need addressed before applications can be determined.

Whilst a pre-application submission is not a formal requirement, for smaller developments it poses an opportunity to understand how policies and guidance will be applied when a development proposal is considered, as well as identifying whether a specialist report may be required.

### 3. Employ experts/specialists early

Assemble a team of experts and specialists as early as possible to advise and provide the supporting evidence on aspects of the development, for example, transportation, retail impact, land quality, acoustic or odour prevention.

### 4. Communicate and engage

Whilst only major or large-scale proposals require to go through the formal public consultation process, it's

always considered good practice to engage early with neighbours and if necessary statutory consultees and the public. Listen to all views and treat this stage as a way to minimise objections later - be willing to consider making changes.

### 5. Give thought to what planners consider

Planners will base their assessment on the current Adopted FIFEplan – Fife Local Development Plan (2017) - and its policy requirements unless there are important material matters that indicate otherwise. Check, does the scheme proposed meet the policy criteria of FIFEplan and comply with the proposed land use for the area?

### 6. Allow time

Large-scale, major or particularly complex applications can take longer especially if multiple specialists need to be consulted or if specialist reports need updated. Submit an application as soon as possible, as unforeseen issues or delays can occur. If there are important timescales to meet, notify the case officer at the outset.

### 7. The decision

Planning applications don't always result in a positive outcome or may include a complex condition that must be complied with prior to construction or operations being permitted to commence. It is critical that conditions are complied with. Failing to comply can invalidate a permission as starting a development before meeting the pre-start conditions amount to an illegal start on implementing the permission.

If an applicant is unhappy with the outcome or a condition, there is a right to appeal.

Remember, Planning Permission may not be the only permission required – specific licences, transport permits or building warrants may also be required. The onus is on those businesses seeking permissions.

To find out more, call Fife Council's Major & Business or Development Management Teams on: **03451 55 11 22** or email: [development.central@fife.gov.uk](mailto:development.central@fife.gov.uk) or follow us on twitter for updates – [@fifeplanning](https://twitter.com/fifeplanning)



Plans are afoot to overhaul the Fife Business Awards.

## FIFE BUSINESS AWARDS SET FOR REVAMP

Fife Chamber of Commerce has announced a major revamp of the Fife Business Awards (FBA). The announcement was made at the inaugural FBA Champions' Lunch, where the previous award winners were brought together to celebrate their success again.

Representatives from the 2017 and 2018 awards category winners were joined at the Champions' Lunch

Guests at the Fife Business Awards Champions' Lunch



## DEBATING THE FUTURE OF TOURISM IN A DIGITAL WORLD

Fife Chamber partnered with the Institute of Directors and VisitScotland to deliver an interactive tourism seminar as part of its Fife Learn programme of events to bring together industry experts and local businesses to share their business knowledge and insights. VisitScotland's Chief Executive Malcolm Roughead gave the keynote speech during the event at the Cluny Activities Centre.

The lively, interactive debate highlighted the number of direct and indirect jobs that tourism already

supports in Fife and how digital technology forms an important part of VisitScotland's strategic communications to promote Scotland as a destination.

Malcolm Roughead's key message focused on the growing importance of digital platforms as a branding and marketing tool for companies within the sector. He described how businesses that had been early adopters of digital marketing were already seeing significant benefits, while starkly reminding delegates that failure to embrace it would put their company at a distinct disadvantage.



Fife Chamber members attended an interactive tourism seminar as part of its Fife Learn programme

### JOIN FIFE CHAMBER TODAY

- Build connections and strengthen your network
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- Learning and development opportunities
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or call the team on **01592 647740**



FIFE CHAMBER WORKS TO CONTRIBUTE POSITIVELY TO THE FIFE ECONOMY BY REPRESENTING ITS MEMBERS' INTERESTS, ENGAGING WITH BUSINESSES OF ALL TYPES, IDENTIFYING AND DEBATING ISSUES AFFECTING THE FIFE ECONOMY AND LOBBYING LOCALLY AND NATIONALLY TO HELP RESOLVE BUSINESS CONCERNS.

For more information, call: **01592 647740** or visit: [www.fifechamber.co.uk](http://www.fifechamber.co.uk)

Invest in Fife, ORE Catapult and Limpet Technology attended All-Energy 2018 to showcase Fife as a key energy and renewables innovation hub.



### FLYING THE FLAG FOR FIFE AT ALL-ENERGY 2018

All-Energy 2018 offered Fife the opportunity to showcase its strengths as a place to invest as well as its expertise in technology, engineering and innovation in the renewables and low carbon sector.

This year, Invest in Fife and ORE Catapult shared stand space at the two-day event, which took place at the SEC in Glasgow. Invest in Fife and ORE Catapult were located within the Offshore Innovation Zone, which attracted significant levels of interest as well as a visit from the Rt Hon Claire Perry MP, Minister of State for Energy and Clean Growth.

Limpet Technology, which has recently located its R&D and engineering operations to the Energy Park Fife, exhibited some of its equipment. Its products enable safer and faster access to tall structures, significantly lowering the cost of operations and maintenance work; a fantastic demonstration to have within the Offshore Innovation Zone.

Robin Presswood, Head of Economy, Planning and Employability Services, Fife Council, said: "All-Energy offered an excellent opportunity to showcase Fife as the best place to live, work and do business, by highlighting our specific strengths and capabilities in the renewable technologies sector.

"Fife is a key hub for the energy and renewable sector. We have a robust skills and knowledge base, and the region is already home to a wide range of pioneering projects."

Invest in Fife, ORE Catapult and Limpet Technology exhibited at All-Energy. The stand was visited by the Rt Hon Claire Perry MP, Minister of State for Energy and Clean Growth

### FIFE SITES SHORTLISTED TO SUPPORT HEATHROW EXPANSION



Heathrow Airport's visit to Fife

Four sites in Fife have been shortlisted as major logistics hubs to support the expansion of Heathrow Airport.

The former Longannet power station, the Port of Rosyth, Port Babcock and Westfield, a former open cast coal mine, are all contenders.

Scotland is the only region which is guaranteed a Logistics Hub as part of a commitment made by Heathrow to the Scottish Government, with a total of ten Scottish sites on the shortlist.

Heathrow's expansion is the first major infrastructure project in the UK to pioneer the large-scale use of logistics hubs and aims to create jobs in every corner of the UK while creating a legacy of construction excellence in the UK for future generations. The hubs will work by pre-assembling components off-site before transporting them in consolidated loads to Heathrow when needed.

Once Heathrow has visited all 65 sites across the UK, each landowner will be invited to make a detailed submission to Heathrow, which will be assessed on suitability, efficiency and accessibility credentials.

Councillor Altany Craik, Convener of the Economy, Tourism, Strategic Planning and Transportation Committee, commented:

"Fife is in an unrivalled position having four out of ten Scottish sites in contention for this investment and we look forward to making a strong case, building on Fife's key role in recent major infrastructure schemes, including the Queensferry Crossing. The Fife sites offer excellent transport links, great infrastructure and competitive land along with a strong and innovative supply chain of local companies."

## INVEST IN FIFE

Fife means business.

TO FIND OUT MORE ABOUT INVEST IN FIFE

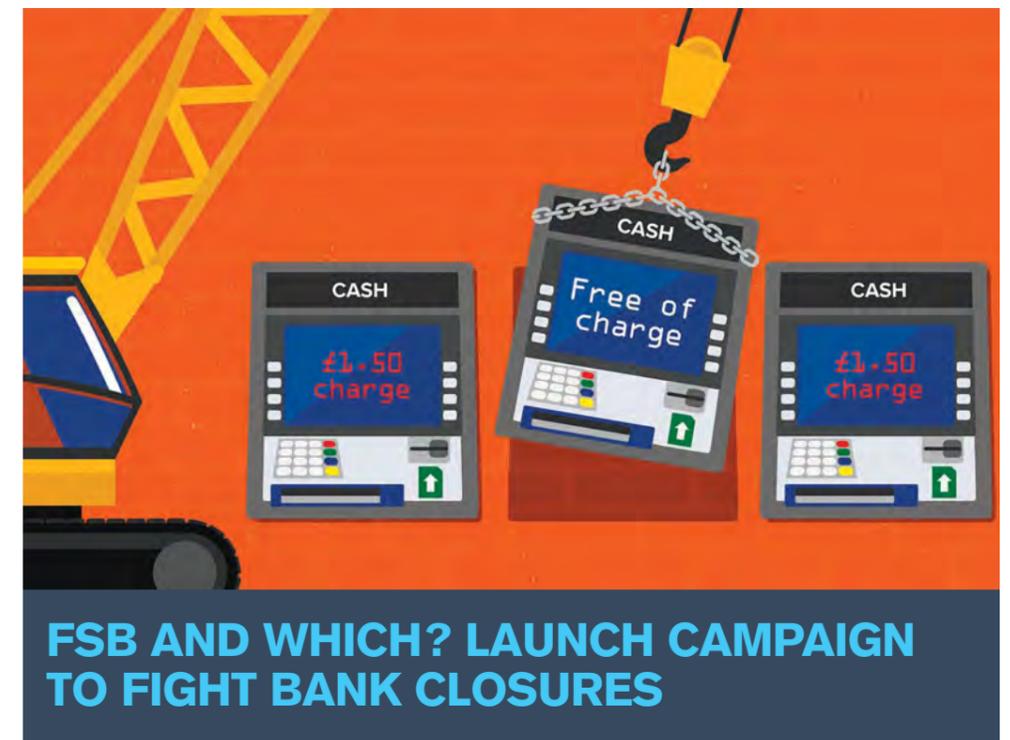


INVEST IN FIFE HAS A PROVEN TRACK RECORD OF HELPING INVESTORS MAKE THEIR PROJECTS HAPPEN AS WELL AS HELPING FIFE-BASED COMPANIES WITH THEIR EXPANSION PLANS. ITS BUSINESS AND CONSULTANCY SERVICES ARE EXTENSIVE AND INCLUDE ADVICE ON FINANCE, PROPERTY, TRAINING, BUSINESS AND PERSONAL DEVELOPMENT AND REGULATOR PROCESSES. Email: [enquiries@investinfife.co.uk](mailto:enquiries@investinfife.co.uk) or call: 01592 583539 or visit: [www.investinfife.co.uk](http://www.investinfife.co.uk)

The Federation of Small Businesses (FSB) and consumer magazine Which? have joined forces to fight bank closures and get the regulator to step in. In this article FSB's Development Manager for the East of Scotland, Garry Clark explains more.



FSB and Which? have joined forces to ensure consumers have free and easy access to cash



### FSB AND WHICH? LAUNCH CAMPAIGN TO FIGHT BANK CLOSURES

The relationship between a small business and its bank is an important one, but it is something that is changing over the years and not always in a positive way. The days of multiple branches of the same bank in the same town are long gone and, all too often, our towns and villages are becoming left with no banks at all. Indeed, Lochgelly now has the dubious honour of being Scotland's largest town without a single bank.

While the bankers tell us that we are moving towards a cashless society, this is not yet the reality for many small businesses. Yes, many businesses do make use of internet banking services but small businesses, such as convenience stores or pubs, still rely heavily on customers who pay by cash. This means that these businesses need to be able to deposit large sums of cash and collect change at times and locations that suit the needs of the business and its customers. If there is no local bank, that makes this process very much harder.

The banks have also told us that branch closures will be compensated for by investment in mobile banking services, but we have seen this year that the amount of time the mobile bank spends in Fife's towns and villages has been cut by more than five

hours per week. Even then, these services may not offer the kind of security, accessibility and convenience previously enjoyed in a local bank.

The situation could get worse if plans put forward by LINK – to reduce the fee paid by card providers to cash machine operators – go ahead. This could lead to the closure of many free-to-use cash machines. The Federation of Small Businesses (FSB) and consumer magazine Which? have joined forces in a new Campaign – Save Our Cashpoints – to fight the closures and get the regulator to step in. So far, over 60,000 people have signed the petition to ensure consumers have free and easy access to cash in the future.

FSB has been fighting for the interests of local traders by taking its case to the Scottish and UK Parliaments, where bank chiefs are being quizzed on their actions.

With the likes of RBS having closed down around 70 per cent of its Scottish branches in the past five years alone, it is vital that the banks are held to account before services deteriorate further for local businesses and customers alike.

### JOIN FSB TODAY

If you are self-employed or run a small business in Fife and would like to know more about the many benefits of FSB membership (such as legal and tax protection, pensions advice, telecoms and free business banking), visit:

[www.fsb.org.uk/join](http://www.fsb.org.uk/join) or call: 0808 2020 888 or email: [garry.clark@fsb.org.uk](mailto:garry.clark@fsb.org.uk)



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For more information visit: [www.fsb.org.uk](http://www.fsb.org.uk) or email: [garry.clark@fsb.org.uk](mailto:garry.clark@fsb.org.uk)

£200,000 of funding allocated to create exciting new experiences for visitors to Fife.

#### WHAT'S 'APPENING IN FIFE?

To find out more about what's on offer to do in Fife, why not download Welcome to Fife's App? It features up to 50 trails including Outlander trails, Golf Gourmet trail, Arts & Crafts, Brewing and Distilleries appealing to a range of visitors of all ages.

Fife has so much to offer and the App will give visitors an insight in to what's available to see, do visit and sample in the region.



Welcome to Fife App

FIFE TOURISM PARTNERSHIP AIMS TO ATTRACT MORE VISITORS TO FIFE, TO INCREASE SPEND AND TO EXCEED VISITOR EXPECTATIONS BY WORKING CLOSELY WITH TOURISM BUSINESSES AND COMMUNITIES.

THE PARTNERSHIP CONSISTS OF 17 MEMBERS FROM THE PUBLIC AND PRIVATE SECTORS AND ITS EXECUTIVE BOARD IS SUPPORTED BY SIX LOCAL AREA TOURIST ASSOCIATIONS, WHICH WILL HELP TO DEVELOP LOCAL TOURISM INITIATIVES AND FEED INTO THE FIFE TOURISM STRATEGY.

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 or call: 03451 55 55 55  
 (ext 445838) or visit:  
[www.fifetourismpartnership.org](http://www.fifetourismpartnership.org)



## ENHANCING VISITOR EXPERIENCES ACROSS FIFE

Dunfermline and the Heartlands of Fife have secured nearly £200,000 of funding from Scottish Enterprise to enhance the tourist experience. The funding will help create exciting experiences in the Heartlands, and stunning guided tours across Dunfermline and west Fife, using state-of-the-art digital technology.

As well as designing several self-guided driving and walking themed tours using digital technology, the funding will also help improve the visitor experience by creating new regular walking tours, guided by a new team of local Welcome Ambassadors. It will also help businesses to work closely together to improve the offer to visitors and, in turn, increase revenue for businesses from tourism.

Events, training, a business tool kit and a business-to-business section on a website will provide resources for businesses to help them benefit from visitors.

Danny Cusick, Director, Food & Drink, Tourism & Textiles at Scottish Enterprise, said:

"Research has shown that visitors in Scotland are looking for true, authentic experiences. Dunfermline and wider Fife have significant ancient royal connections, and this project, through the use of digital technologies and business collaboration will

help to further develop the tourism offering that attracts both UK and international visitors."

Councillor Ian Cameron, Convenor of Tourism at Fife Council commented:

"We've seen how the development of tours, such as North Coast 500, can help drive tourism. With eight self-guided tours, around themes such as Kings and Queens, Pilgrimage, linen & damask and children's tours, Dunfermline and the Heartlands, can attract more tourists. Businesses will be able to access better information, and, by working together, can benefit from longer stays by visitors to West Fife.

"The widespread use of mobile phones and computer games are creating generations of digital natives, so to be relevant, heritage and history has to be accessible to them using their digital literacies. The 'footsteps' initiative is a fantastic opportunity to engage visitors in an authentic way and will continue driving tourism to the area."

The funding is being matched by members of the Dunfermline Heritage Partnership and the Heartlands of Fife Local Tourist Association, bringing the total to £339,567, to be managed by Fife Cultural Trust. Other partners include Fife Council, Dunfermline Delivers and Kirkcaldy 4 All.

Background image: Ravenscraig Castle, Kirkcaldy



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Flexible Workforce Development Fund (FWDF) is win win for Fife College and local employers.

### BUSINESSES IN FIFE BENEFIT FROM FWDF

Fife College's Business Development Team has been working closely with local and national employers to realise the many benefits of a Scottish Government initiative, launched last September, to fund employee training and improve skills.

The Flexible Workforce Development Fund (FWDF) was launched to provide levy-paying companies (those with an annual salary bill of over

£3 million) with up to £10,000 of funding towards the cost of employee training to up-skill and or re-skill their workforce.

Since the launch of the Flexible Workforce Development Fund, the College has successfully achieved its target of providing funded training for 54 clients, at a total value of £540,000, and the team is now working on securing an additional allocation of funding to allow many more companies to benefit from the scheme.

One company to benefit from FWDF is James Donaldson & Sons Ltd, a local family business, which now has close to 800 employees and operates in over 30 facilities throughout the UK. The company has used its FWDF funding to invest in a six-day ILM Qualification in Leadership and Management through Fife College's Andrew Carnegie Business School.

If you would like to know more about FWDF and how Fife College can help you call: **0344 248 0132** or email: [sales@fife.ac.uk](mailto:sales@fife.ac.uk).

Employees from James Donaldson & Sons receive training supported by FWDF



### A HELPING HAND FOR CUPAR START-UP

Debbie Duffy set up The Boutique Sanctuary in January 2018 with help from The Prince's Trust. She was given a Will It Work grant of £250 as well as a host of business advice on planning, finance (tax returns), staff contracts and funding.

Debbie Duffy praised The Prince's Trust. She said:

“My adviser, Marissa Yassen is what makes The Prince's Trust. She goes above and beyond. I still find it unbelievable the amount of invaluable support, guidance and workshops you get for free!”

The Boutique Sanctuary in Crossgates, Cupar offers a bespoke spa experience at affordable prices. Debbie trained at some of the best spas in Fife and is using that experience to create special experiences.

Guests can enjoy complimentary mocktails on arrival as well as delicious afternoon teas provided by Fisher & Donaldson. For those birthday treats, bouquets of flowers and birthday cards are presented.

Debbie added:

“I always knew this was the industry I wanted to be in. I am very lucky that what I do day in and day out does not feel like work because I am so passionate and love what I do.”

Debbie is focused on the future, with her ultimate dream to bring the Ayurvedic traditions to support natural wellness in this country.

[www.facebook.com/theboutiquesanctuary](https://www.facebook.com/theboutiquesanctuary)



Debbie Duffy of The Boutique Sanctuary



THE PRINCE'S TRUST ENTERPRISE PROGRAMME WORKS CLOSELY WITH BUSINESS GATEWAY FIFE TO SUPPORT YOUNG PEOPLE AGED 18-30 TO START-UP AND GROW IN BUSINESS. IT PROVIDES ESSENTIAL FUNDING AND PROFESSIONAL MENTORING SUPPORT INCLUDING HELP TO WRITE BUSINESS PLANS, INTRODUCTORY FINANCE TRAINING AS WELL AS OFFERING LOANS OF UP TO £5,000 AND GRANTS OF UP TO £1,000.

Visit: [www.princes-trust.org.uk](http://www.princes-trust.org.uk) or email: [marissa.yassen@princes-trust.org.uk](mailto:marissa.yassen@princes-trust.org.uk)

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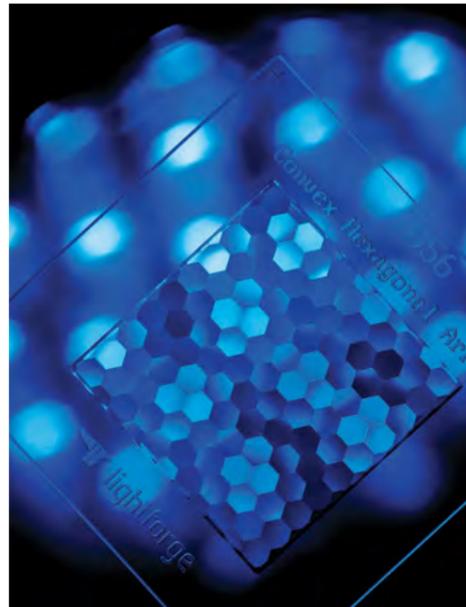


PowerPhotonic has engaged with the Scottish Manufacturing Advisory Service (SMAS) to facilitate and support its move to new premises and a major capacity expansion.



## SMAS SUPPORTS POWERPHOTONIC'S RAPID GROWTH

Dalgety Bay-based PowerPhotonic, a world leader in the design and manufacture of precision micro-optics for the laser industry, is investing in a new facility to meet the rapidly growing demand for its unique products.



In the move, the company will transfer its operations into a larger, 15,820 square foot facility at St David's Business Park and treble its current manufacturing capacity. The investment includes the creation of a new class 1000 clean room facility and more than 16 highly-skilled new jobs.

PowerPhotonic has engaged the advisory service to support the manufacturing transfer. SMAS will work with the manufacturing team to ensure streamlined production as the company significantly grows its production capacity.

Alan Short, Head of Operations at PowerPhotonic said:

"To meet worldwide demand for our unique optics, PowerPhotonic is tripling its production capacity. This represents a major expansion and achieving production efficiency will be key. Having engaged previously with SMAS, I am aware of the benefits its involvement can bring. SMAS will provide great help and support in ensuring we fully streamline production and maximise efficiencies."

[www.powerphotonic.com](http://www.powerphotonic.com)

PowerPhotonic is a world leader in the design and manufacture of precision micro-optics for the laser industry

## WORK STARTS ON GLENROTHES ENERGY NETWORK

Significant development in the Glenrothes Energy Network to provide clean sustainable energy.

Work is underway on building and developing a new district heating network in Glenrothes town centre. The project, which was approved in March 2018, will provide clean sustainable energy for homes and businesses in Glenrothes, securing jobs and reducing fuel poverty.

Fife Council's Co-Leader David Ross said:

"This decision sees Fife once again leading the way in tackling climate change. Bringing a district heating scheme to Glenrothes will help us reach our goal of reducing carbon emissions by 42 per cent by 2020."

Glenrothes Energy Network is a collaborative local heat scheme between Fife Council, RWE and the Scottish Government. It will provide sustainable low carbon heat to a mix of industrial, commercial, community and domestic properties in Glenrothes as well as the Fife House complex.

Mark Picton, RWE, Markinch Site Manager commented:

"We believe that this project is important environmentally and it could continue the very important work that Scotland has already done on de-carbonising its economy."

The district heating network should be operational by the end of January 2019.

For more information on the project please go to [www.glenrothesenergynetwork.co.uk](http://www.glenrothesenergynetwork.co.uk)



Work is underway on developing Glenrothes Energy Network

Raven Automotive transforms commercial vans and trucks as well as campervans into extraordinary, unique and fun vehicles.

## STANDING OUT FROM THE CROWD

Alan Baird set-up Raven Automotive in August 2017 with the aim of making people smile when they see and drive its vehicles. Think 'Pimp My Ride' and you'll understand the type of work that Alan and his team undertake in transforming the appearance of commercial trucks and vans, minibuses and campervans.

Alan Baird said:

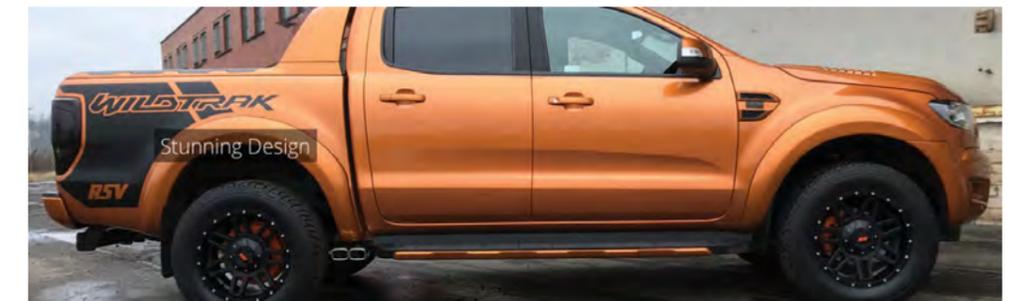
"We are fanatical about trucks and vans and what can be done to make them extraordinary. We have a strong client list of those looking to add finishing touches, for example, body kits and pop-top roofs to their commercial vehicles as well as campervans – making them totally unique."

Raven Automotive is leasing sizeable workshop space at Mitchelston Industrial Estate, Kirkcaldy from Fife Council. The premises are well lit, sizeable to accommodate larger pick-up trucks as well as welcoming to clients.

Almost a year in business and Alan is looking to invest in new machinery. A mechanical lift for long vans is on order, for which part payment will come from an interest-free loan via Business Gateway Fife.

Steady organic growth is on the cards for Raven Automotive. Alan hopes to recruit and bring a number of services, which he currently sub-contracts, under one roof.

[www.ravenautomotive.co.uk](http://www.ravenautomotive.co.uk)



## GROWING SUCCESS IN KIRKCALDY

A new Community Food Hub is coming to Kirkcaldy later this year.

Greener Kirkcaldy is developing plans for a Community Food Hub in Kirkcaldy. It will contain a fully equipped training kitchen and food hub, featuring eight workstations and will become a modern, bespoke destination to grow, cook, eat and learn.

The project was awarded a capital investment grant from the Big Lottery Fund's Community Assets programme of over £900,000 and will bring about the refurbishment of a Fife Council building in Kirkcaldy's town centre.

Inspired by the interest in food and growing food locally, Greener Kirkcaldy realised there was an opportunity to improve the well-being and sustainability of the local community through hosting a wide range of courses and workshops focusing on healthy, sustainable food.

This project builds on Greener Kirkcaldy's work at Ravensraig Walled Garden, which has established itself as a thriving community asset, with individual allotments and plots for community groups.

Suzy Goodsir, Greener Kirkcaldy Manager, said:

"The investment allowed us to grow and become a sustainable social enterprise. Working alongside Kirkcaldy 4 All and accessing support from the Scottish Government's Just Enterprise programme, as well as receiving local business support from BRAG Enterprise, means we can supply solutions to identified issues in the community."

[www.greenerkirkcaldy.org.uk](http://www.greenerkirkcaldy.org.uk)

The new Community Food Hub will offer a modern, bespoke destination to grow, cook, eat and learn



Local business signs up to Supplier Development Programme to improve its competitiveness.

### IMPROVING COMPETITIVENESS THROUGH SDP

**D**iscounted Office Supplies has joined the Supplier Development Programme (SDP) for support in improving its market potential.

The Dalgety Bay-based business, which last year acquired two local competitors, is putting in place a robust strategy as it strives to take the business on a growth journey. Since merging the companies, the business has brought in a lot of new customers and so invested time consolidating its operations, but it is now ready for the next step.

Improving its competitiveness and securing new business are key. Discounted Office Supplies has diversified into workwear, bar and restaurant supplies and has opened an office furniture showroom in Dalgety Bay. Joining the Supplier Development Programme will be the first step into opening doors into larger organisations.

With this growth comes the need to recruit a new delivery driver and a new apprentice who will learn all aspects of the business.

Advice from Business Gateway Fife (BGF) and Fife Council Economic Development is also helping to keep Discounted Office Supplies on the right path. Managing Director Roger Hunt took part in the first cohort of the Entrepreneurial Leadership Programme and financial support from BGF has helped the office supplies specialist to create a strong online presence and build a furniture showroom.

[www.discountedofficesupplies.co.uk](http://www.discountedofficesupplies.co.uk)

Roger Hunt, Managing Director of Discounted Office Supplies



THROUGH THE SUPPLIER DEVELOPMENT PROGRAMME, FIFE COUNCIL'S ECONOMIC DEVELOPMENT TEAM HELPS LOCAL BUSINESSES ACCESS WORK FROM THE PUBLIC SECTOR. SO, WHATEVER YOUR BUSINESS, PRODUCTS OR SERVICE, THERE COULD BE AN OPPORTUNITY FOR YOUR COMPANY TO BENEFIT BY JOINING THIS PROGRAMME.

For more information, please email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk).

### TASTE OF FIFE SHOWCASES AT NEC



Fife food and drink producers exhibited at Food and Drink Expo 2018

**L**ocal food and drink producers from across Fife travelled to the NEC in Birmingham for the Food and Drink Expo.

Fife Council Economic Development partnered with Perth and Kinross Council and Angus Council to showcase food and drink businesses across the East of Scotland as part of Scotland's Food and Drink Pavilion. A diverse range of products including meat and whisky from Fife were on show at the three-day show.

Councillor Altany Craik, Convener of the Economy, Tourism, Strategic Planning and Transportation Committee, said:

“Food and drink is a key sector for the Fife, Angus, Perth and Kinross economies. There's significant potential to develop the food and drink sector and as a Council, we're very keen to support the supply chain and better connect businesses through our trade development programme.”

Lindores Abbey attended the Expo. Its Event Co-ordinator, Claire Weir commented:

“It was a fantastic opportunity to work alongside some of the best producers in Scotland.

“Working closely with the council teams has brought a great number of opportunities we may not have discovered ourselves. Having the support of them over the three days was invaluable.”

To find out more about Fife Council's Trade Development Programme, please email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

Tycoon Teens, Inspiring Fife is Fife Council Economic Development's enterprising challenge for senior high school pupils and it is relaunching this summer.



#### COMING SOON...

Fife Council Economic Development's Culture of Enterprise Framework will be launching 'Meet the Business' in August. Working with businesses across Fife, the initiative will create a library of digital content (e.g. websites, corporate videos) that can be accessed through the GLOW secure intranet system in schools.

More details to follow in the next issue of fbm!

culture of enterprise  
making Fife more enterprising

TO FIND OUT MORE ABOUT FIFE COUNCIL ECONOMIC DEVELOPMENT'S CULTURE OF ENTERPRISE FRAMEWORK



### THE SEARCH IS ON FOR ENTREPRENEURS OF THE FUTURE

**T**ycoon Teens, Inspiring Fife is on the search for entrepreneurs of the future!

The updated Tycoon Teens, Inspiring Fife programme will be launched in August, during the Year of Young People. Developed by Fife Council Economic Development it brings a mix of online business-led workshops as well as ongoing business mentoring to develop skills and product creation.

The programme is flexible and free to deliver to senior pupils across Fife.

Tycoon Teens, Inspiring Fife aims to support young people enhance their creative, problem solving and leadership skills as they work through the innovation process. It also showcases self-employment as an exciting and fulfilling career option.

Tycoon Teens, Inspiring Fife will be launched in Fife's secondary schools in August.



Tycoon Teens is relaunching this summer to inspire Fife's next generation of entrepreneurs



An enterprising programme for young people in the senior phase of secondary schools

### BLAIRHALL BAKES INSPIRES OTHERS

**B**lairhall Bakes, a social enterprise business run by pupils at Blairhall Primary School, continues to be an important part of the local community.

Established in 2016, Blairhall Bakes is a community café formed to create closer links with the community and provide an opportunity for young people to develop key enterprise skills. Building on their success they are now



Blairhall Bakes is inspiring other Fife schools and has been recognised for its commitment by the Social Enterprise in Education Awards being shortlisted for two awards (Sustainability Award and Outstanding Partnership Award).

using their experience to inspire other Fife schools. Eight of Blairhall Primary School pupils have had the opportunity to act as 'consultants' to another two Fife primary schools – Tulliallan and Balcurvie, as they strive to create their own social enterprise.

Both schools are in the early stages of establishing a social enterprise community café and asked for support from the Blairhall Bakes Management Committee (a small group of P5 – P7 pupils). Several visits to Tulliallan and Balcurvie have seen Blairhall's pupils design training sessions, deliver these confidently and lead the pupils in various activities linked to establishing their business.

Speaking about the project, Head Teacher, Elspeth Gow said:

“Establishing Blairhall Bakes as a social enterprise is an excellent driver for raising aspirations, social and collaborative skills, as well as developing community engagement.

“The role of some of your children inspiring others to follow suit is something we're incredibly proud of. They are developing their problem-solving and communication skills and have developed a greater sense of responsibility and purpose in helping to bring these schools and their local communities closer.”

THE CULTURE OF ENTERPRISE FRAMEWORK IS A FIFE COUNCIL ECONOMIC DEVELOPMENT PROGRAMME THAT PROMOTES AND ENCOURAGES ENTERPRISE, EMPLOYABILITY AND SKILLS DEVELOPMENT TO SUPPORT THE YOUNG PEOPLE OF FIFE TO FIND, CREATE AND DEVELOP A FULFILLING CAREER AND A VIBRANT ENTERPRISE CULTURE IN FIFE.

For more information or to support this programme, please contact Sandra Robb, Culture of Enterprise Co-ordinator by email: [sandra.robb@fife.gov.uk](mailto:sandra.robb@fife.gov.uk) or call: 03451 555555 (ext 447130)

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## Northern Manufacturing

26 – 27 September 2018  
Event City, Manchester

Northern Manufacturing & Electronics is the largest exhibition dedicated to serving the needs of manufacturing and electronics industries in the North of England.

Visit the exhibition and discover a host of suppliers that can help redesign and pioneer new products, increase productivity and improve profit margins. There will also be a comprehensive display of precision engineering products, materials, components and state-of-the-art manufacturing processes. For those businesses wishing to attend or exhibit, Fife Council Economic Development is offering support. For more information, please contact: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk).



### Intellectual Property – The Essentials for Business Success

27 September  
9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

You could potentially save £1000s and prevent business disasters before they happen. In this Business Gateway Fife workshop, you will find out about ownership of ideas, patents, trademarks, branding, design and copyright. You will also find out about licensing and associated costs.

[www.businessgatewayfife.com](http://www.businessgatewayfife.com)

### Technical Export Training

25 October  
9am – 4pm  
Venue: Flexspace, Kirkcaldy

This seminar, delivered on behalf of the Fife Economy Partnership, provides an in-depth look at export processes and requirements, giving delegates a more-detailed view of the exporting processes. Starting with the initial enquiry, moving through the contractual and legislative requirements, and concluding with securing payment, this course delivers an end-to-end guide to exporting.

[www.fifechamber.co.uk/events/fife-learn/2018-october/technical-export-training](http://www.fifechamber.co.uk/events/fife-learn/2018-october/technical-export-training)

# BUSINESS GATEWAY FIFE EVENTS



## FINANCE

### Bookkeeping

3 July 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

13 Aug 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Business Expenses

17 July 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

28 Aug 9.30am – 12.30pm  
Venue: Dunfermline Business Centre



## ONLINE MARKETING

### WordPress – Intermediate

11 July 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

12 Sep 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Improve your Search Engine Ranking

16 July 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

25 Sep 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Social Media Strategy & Analytics

18 July 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Social Media – Basic

1 Aug 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Trading Online

7 Aug 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Social Media – Advanced Marketing

13 Aug 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Wordpress for Beginners

15 Aug 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

## ONLINE MARKETING

### Advertising with Social Media

23 Aug 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Get Real Results from your Website

10 Sep 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes



## SALES & MARKETING

### Marketing your Business

2 July 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

10 Sep 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Advertising & Promotion

9 July 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

17 Sep 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Mastering Selling Skills

16 July 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

24 Sep 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Sales Negotiation – Leadership Masterclass

18 July 10am – 2pm  
Venue: Enterprise Hub Fife, Glenrothes

### PR on a Shoestring

16 Aug 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

These listed Business Gateway Fife events are **free** to attend.

To book a place, please call: **01592 858333**; email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk); or visit: [www.businessgatewayfife.com](http://www.businessgatewayfife.com)

## FIFE CHAMBER OF COMMERCE EVENTS

### Fife Social

19 July 4pm – 6pm  
Venue: Thorntons Solicitors, St Andrews

### Fife Social

7 Aug 4.30pm – 7pm  
Venue: Ladybank Golf Club

### Fife Social

6 Sep 4.30pm – 7pm  
Venue: Knockhill

### Fife Chamber Annual Dinner

27 Sep 6.45pm – 11pm  
Venue: Fairmont, St Andrews

For further information about Fife Chamber events, email: [kellygillies@fifechamber.co.uk](mailto:kellygillies@fifechamber.co.uk)

## FIFE COUNCIL ECONOMIC DEVELOPMENT EVENTS

### Procurement Training

#### SDP Events

**2.1 Tender Procedures and the ESPD**

26 Sep 10am – 1pm  
Venue: Enterprise Hub Fife, Glenrothes

For further information about Fife Council Economic Development events, email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

## Trade Shows and Exhibitions

### ONS 2018

27 – 30 August  
Venue: Stavanger, Norway  
[www.ons.no](http://www.ons.no)

### Speciality Fine Food

2 – 4 September  
Venue: Olympia, London  
[www.specialityandfinefoodfairs.co.uk](http://www.specialityandfinefoodfairs.co.uk)

### Genex

12 – 13 September  
Venue: Millbrook, Bedfordshire  
[www.genex.co.uk](http://www.genex.co.uk)

### Packaging Innovations

12 – 13 September  
Venue: Olympia, London  
[www.easyfairs.com/packaging-innovations-london-2018](http://www.easyfairs.com/packaging-innovations-london-2018)

### Procurex

23 October  
Venue: SEC, Glasgow  
[www.procurexive.co.uk](http://www.procurexive.co.uk)

### Circular Economy Hotspot

30 October – 1 November  
Venue: Scotland (TBC)  
[www.zerowastescotland.org.uk/event](http://www.zerowastescotland.org.uk/event)

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