

biz4Biz

AWARDS2022

Sponsored by



@biz4biz



SET MENU

STARTER

**Confit Chicken
Leg Terrine,
Ciabatta Croute,
Beetroot Gel**

*Vegan and
gluten-free option*
**Seasonal
Squash Salad,
Pomegranate &
Mint Dressing**

MAIN

**Feather Blade of Beef,
Chive Mash, Tender stem
Broccoli,
Bourguignon Sauce**

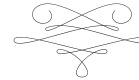
*Vegan and
gluten-free option*
**Spiced Cauliflower,
Aubergine Ragout, Chia
Seed Tuille, British Cress**

DESSERT

**Iced Passionfruit
Parfait,
Italian Meringue,
Passion Fruit Coulis**

*Vegan and
gluten-free option*
**Chocolate &
Orange Truffle,
Cashew milk Sorbet**

*There are no whole nuts, however there are possible traces in Ciabatta.
Tewin Bury is not a nut free environment and cannot guarantee traces.*



Tea and Coffee

*For those with special dietary requirements or allergies who wish to know about
the ingredients used, please ask for a member of staff*

WELCOME



ADRIAN HAWKINS OBE
Chairman
biz4Biz
adrian@biz4biz.org

Welcome to our fourth biz4Biz Awards gala evening.

biz4Biz has been established now for twelve years and we are delighted to be in a position today following the pandemic to repeat our successful and exciting awards programme, which considers the opinions of members of the public, customers, and suppliers.

There are many excellent award schemes, but none that engage this valued level of support and recommendation, or that attract the volume of nominations across the county.

Tonight, we will witness many examples of best practice, which have created strong businesses, and which prove that intense competition isn't solely about low prices. Strength and resolve in business are now more necessary than ever in our global village, and each of the contestants have proven they are worthy contenders in our programme and demonstrated considerable resilience.

Tonight, we are reminded of the factors that transcend price: quality, service, knowledge, and supply – four key aspects that remain relevant to all customers and which are the deciding criteria in a customer's decision to buy from us. This evening we celebrate our ability to deliver these.

Tonight, is the Hertfordshire business world's greatest opportunity to demonstrate our ability to overcome adversity, rise to the challenges, support our very important customers and staff, and encourage young people to work and enjoy a career in the business world. A true insight into what turns 'good' into 'excellent'.

The biz4Biz Board hopes you enjoy the evening, and we send all our finalists our best wishes in securing a coveted biz4Biz Award.

LAST TIME WE MET, 2019 AWARDS...

It seems remarkable that this awards has been three years in the making - but that's the gap since we last met up and enjoyed a great night of celebration in 2019.

The third annual biz4Biz Awards proved a huge success and with Barclay's as the main sponsor and hosted by popular broadcaster and television personality, Fiona Bruce, the gala dinner honoured local businesses with an evening of magic, music, and merriment.





And little wonder it was such a success. The biz4Biz Awards for businesses in Hertfordshire are impartial, expertly judged and open to all those involved in a business which is based in Herts. The aim of the biz4Biz Awards is to seek out examples of being the best at what we do. If 2019 was a roaring success then we expect the return tonight to be a true vintage!





MEET OUR HOST

NICKI CHAPMAN

Nicki Chapman is best known today for presenting BBC TV programmes such as *Wanted Down Under* and *Escape to the Country*.

A much in demand broadcaster, Nicki is also the person that BBC R2 turns to stand in for Zoe Ball on BBC Radio2's *Breakfast Show* and Sarah Cox's *Drive Time*. In addition, she covers for Vanessa, Claudia Winkelman, Paul O'Grady, and Lisa Tarbuck.

Instantly recognisable and hugely likeable, Nicki is a gifted speaker and highly skilled event host, bringing a real sparkle to every event. Nicki is a favourite presenter at the RHS Chelsea Flower Show too.

Nicki became one of the youngest publicists in the industry in her early 20s working for RCA Records as Head of TV Promotions where she began a long association with Simon Cowell. From 1995 until the end of 2000, she was a joint partner in Brilliant! PR. The company represented the Spice Girls, Annie Lennox, Take That, Phil Collins, David Bowie, Van

Morrison, and Amy Winehouse. Other clients included the BRIT Awards and the Big Breakfast.

During this time Nicki was approached by ITV to judge a brand-new show called *Popstars* (2000). Having met and worked with Simon Fuller in the nineties, Nicki joined his management company, 19 Entertainment in January 2001 as Creative Director. She worked with acts including Annie Lennox, Will Young and S Club 7. Nicki continued her role as a judge on ITV/19's *Pop Idol*, reuniting with Simon Cowell and alongside Pete Waterman and Dr Fox.

Since then, she has also presented *The Morning Show*, *Sunday Style*, *Castle in the Country*, *BBC Breakfast News on location*, *Holiday*, *Holiday 10 Best* and *Holidays at Home*.

For Sky1 Nicki was also involved in *Made in LA*, *The Great Gardening Challenge* for C5 and *Soapstar*, *Superchef* and the *Best Ever Worst Auditions* for ITV1.

TONIGHT'S CHARITIES



Garden House Hospice Care

Garden House Hospice Care is a local charity providing free, compassionate end of life care and support to patients and their families in the communities of North Hertfordshire, Stevenage and surrounding towns and villages in Central Bedfordshire and Cambridgeshire. We believe in living well to the end of your days. Working with our medical team of highly experienced doctors and nurses, we have specialists in a wide range of roles including complementary physiotherapy, bereavement, occupational therapy, complementary therapy and spiritual care. We help nearly 2,000 people every year - our community team alone visit a patient every 29 minutes.

Although the Hospice receives some funding we need to raise almost £5 million in charitable income and greatly rely on the support of the community- local businesses, groups and individuals to help fund our work. We also rely on the support of our fantastic volunteers to help us deliver our services.



Sunshine Appeal

East and North Hertfordshire Hospitals' Charity has a fantastic, and ambitious, appeal to raise £440,000 to transform two outside areas at Lister Hospital so that patients, visitors and the hard-working NHS staff can take a break outside in the fresh air, and hopefully, sunshine!

The Sunshine Appeal will create an outside terrace for patients in the intensive care unit to be moved outside in their beds to see the sky and feel the fresh air, as well as a deck area outside the restaurant for all staff, patients and visitors to be able to enjoy a break outside away from the busy hospital environment. With the positive health benefits of being outside in the fresh air and sunshine known to help boost physical and mental wellbeing, these two spaces will have huge and long-lasting benefits to everyone at Lister Hospital.

To donate to the appeal and help bring sunshine to Lister Hospital, visit: www.enhhcharity.org.uk/sunshine.

TONIGHT'S ENTERTAINMENT



BELLA
&
THE BOURBON BOYS



MATHEW KNIGHT - MAGICIAN



Table Decorations supplied by [Table Art](#). Tonight's Auction is provided by [Good 2 Auction](#).
Videography is by [Adam King](#) and Photography by [CPG Media](#).

OUR MAIN SPONSOR



Business of the Year

In the UK Barclays are a fully diversified Retail, Corporate and Business Bank, supporting SMEs through a wide variety of mainstream and digital banking products; offer more than 80 products and services with all you need to succeed alongside a first in class and the most widely adopted Business Banking App in the UK. We are continually building our own products and a strong network of partners.

Whether you are starting up or scaling up we've got a range of borrowing options to meet your needs with access to a close-knit team of Relationship Managers, Specialists and Business Development Managers. Barclays has been lending and protecting money for businesses for over 300 years.

Barclays has a strong and longstanding commitment to managing the environmental and social impact of our business. In March 2020 we announced our ambition to be a net zero bank by 2050

becoming one of the first Banks to do so. When Barclays reorganised its services in the area including Hertfordshire, it was with the aim of creating a much more personalised connection with the bank's business customers.

Another aim was to offer small and medium businesses more general support and advice and the change is increasingly proving its worth, with many SMEs telling the bank that they appreciate the improved service that they are receiving.

The change has worked well. We now enjoy a much higher profile in the Hertfordshire business community, both with businesses and with organisations like biz4Biz, with whom we work very closely. The result is that our Relationship Managers are well known in the area and their success has confirmed that we took the right decision in making the change. We realised that business banking had moved away from the old idea that all we were there for was when the client approached the bank for a loan. That still happens but the bank is just as likely to suggest new

ideas and solutions to a client as well as help with investment decisions off the back of new borrowing. A big part of our work is to support our clients in the best way to apply for a loan and to talk about ways that borrowing money can help grow the business. One of the key decisions we took was to maintain our criteria to qualify for the support of a Business Relationship Manager. It remains at £400,000 annual turnover, which means that we can help a wide range of businesses. They do not have to hit the two or three million pound turnover mark before they qualify for our help. Therefore, we can help small businesses that are on the way up and assist them as they make the decisions that will help them grow, rather than them having to wait before we can support them. Because of these changes, in a world of faceless digitalisation, our team has a much more personalised and local feel to it. Business customers will deal with someone based in a local branch who understands their area and have access to specialist knowledge of the sectors in which they operate.

MEET THE SPONSORS

biz4Biz

Best Marketing Services Provider, Best Legal, Accountancy and Financial Services Provider, Best Employment Services Provider, Covid Hero Award, biz4Biz Judges' Award

We aim to influence and shape policy-making and encourage investment by engaging with local and central government, relevant public sector bodies and local organisations to promote the county as a great place to live and do business. biz4Biz has broadened its activities to the Home Counties to represent the interests of businesses and their people, delivering a successful Sustainability Conference, Forum and

Net Zero support, Coaching and peer to peer groups. Our networking, local government liaison and charitable involvement aims to benefit the residents, commuters, workers and business owners who contribute to life in Hertfordshire and the Home Counties. We also offer a successful Associates programme for everyone to become involved in promoting the importance of Business to society.

We also publish the quality, bimonthly FREE business magazine Insight, dedicated to businesses big and small across Hertfordshire and the Home Counties and our FREE quarterly Sustainability Biz magazine. You can sign up for either or both at our website www.biz4biz.org

biz4Biz

A VOICE FOR BUSINESS

Tel: 0330 9002777

Email: secretariat@biz4Biz.org

MEET THE SPONSORS

Hertfordshire
Local Enterprise
Partnership



New Business of the Year

Hertfordshire Local Enterprise Partnership is a business-led, multi-sector partnership focused on accelerating economic growth, job creation and raising workforce skills within the local area. Working in partnership with businesses, government, investors and not-for-profit, the LEP puts people at the heart of growth. With a dedicated team focused on delivering inward investment, key sector, clean and inclusive growth activity, business growth, skills leadership functions and providing detailed economic intelligence, we provide a comprehensive package of support to businesses, employers and local partners. Our reach goes beyond county borders by promoting Hertfordshire as a great place to live, work and do business. With an economy delivering £41.57bn for UK Plc annually, abutting a global city and home to several excellent significant sectors including creative media, film and TV, cell and gene life sciences and advanced manufacturing, the LEP delivers a range of initiatives to continue powering its growth. Find out more – www.hertfordshirelep.com

University of
Hertfordshire **UH**

SME Business of the Year

The University of Hertfordshire is an institution with enterprise at its core. Within our University Enterprise Zone we have formed clusters of excellence that respond to regional and national demands, providing students and businesses with access to funding and specialist business start-up, innovation and growth support. We prioritise growing, enabling and connecting our diverse talent and industry, and we co-design, implement and grow business ideas and ventures, making our expertise accessible to market. Every year our entrepreneurial, ecosystem at Herts ensures students and businesses succeed and realise their full potential.

MEET THE SPONSORS



Large Business of the Year

Tollers Solicitors is an ambitious regional law firm providing legal services to the communities it serves. For over 145 years this 'Full Service' practice has provided advice both 'For Business' and 'For You' covering a geographic footprint throughout Hertfordshire, Northamptonshire and the South and East Midlands. Tollers opened its Hertfordshire operation in 2014 and the firm has grown rapidly in the region over the last 8 years. This growth saw Tollers move to state of the art offices at Arlington Business Park in Stevenage in March 2020, emphasising the firm's commitment to investment in its Hertfordshire base. Information on Tollers can be found at www.tollers.co.uk or Talk to Tollers on 01438 901095.

AIRBUS

Best Corporate Social Responsibility

Airbus in Stevenage is part of the Space Systems business line in Airbus' Defence and Space division. With cutting-edge capabilities and decades of experience, Airbus Defence and Space has all that it takes to design, develop and operate major space systems. Around the globe, commercial and institutional customers alike, rely on Airbus' leading space technology and solutions. Telecommunication, earth observation and navigation satellites, human spaceflight, space electronics, ground systems and equipment - with its broad portfolio and unique know-how and expertise of its employees Airbus plays a leading role on the global space market. Airbus' Stevenage site is a world leading centre for telecommunication satellites, including direct to home broadcast satellites, as well as Earth observations and science spacecraft.

MEET THE SPONSORS



Business Services of the Year

George Hay Chartered Accountants are a trusted firm of friendly professionals who have been providing independent accountancy, tax, audit and business advisory services to businesses and private clients for more than 80 years.

With offices in Letchworth, Biggleswade and Huntingdon, our client base comprises smaller owner-managed businesses and start-ups, as well as larger international companies, and our expertise spans a diverse range of industry sectors.

We pride ourselves on our professionalism, progressiveness, and the respected client relationships that we cultivate, and place importance on an integrated approach that combines strategic business advice with expertise in accountancy, tax, and other specialist areas.

Our team can help you to turn the numbers into something meaningful; to identify strengths and weaknesses within your organisation; to plan proactively, and to implement efficient processes, so that your business can realise its full potential.

To find out more about George Hay, visit www.georgehay.co.uk



Best Apprenticeship

Helping your businesses grow through people. Hart Learning & Development is a progressive learning and development business which supports businesses to engage with and invest in emerging talent. We help businesses of all sizes to attract and retain the talent they need – whether that's working to engage young people about the world of work, recruiting and training the right talent, or providing opportunities for onward career progression. Committed to building your capability and capacity, we're passionate about the role that talent can play in boosting productivity, sparking new ideas, growing revenues and driving bottom-line performance. We work with businesses around the UK to find solutions that help them recruit, train and retain staff. Our particular expertise relates to emerging talent and succession planning. We have a proven track record of supporting our clients to introduce training programmes that support staff at all levels to reach their potential.

MEET THE SPONSORS



Made in Herts

Whether you're a start-up business or looking to grow and expand, Stevenage Borough Council provides you with a single point of contact to access a number of business support services from the council and its business support partners including:

- Access to high quality advice, specialised support and guidance and the latest training and events
- Support with finding suitable premises, with access to superb commercial accommodation in well-established business parks
- Access to funding resources
- Support with promotion of achievements and successes through a wide range of platforms
- Support with developing your supply chains, through local and regional events
- Access to enterprise and innovation services and a network of innovation centres
- Access to business consultants and advisors; providing support for business planning, sales and marketing, exporting, mentoring and other helpful sources

Please contact economicdevelopment@stevenage.gov.uk or visit www.investinstevenage.co.uk



Best Family Business

Longmores Solicitors is a progressive firm of specialist solicitors renowned for its professional yet personal service that has been advising businesses and individuals for over 200 years.

Longmores commercial solicitors work with businesses across numerous industry sectors. They advise both market leaders and smaller enterprises on all aspects of their commercial matters including company formation, mergers and acquisitions, contracts and agreements, intellectual property, employment and dispute resolution.

Longmores provide specialist advice on matters relating to property across commercial property, rural land, residential conveyancing, disputes about property and advice for landlords, tenants, management companies and managing agents.

Longmores also help individuals and families with divorce and relationship issues and arrangements for children as well as providing advice on wills, powers of attorney, trusts and inheritance tax matters.

Whether you need legal advice for your business, want to write a will or move house, they have an expert you can trust to put your interests first.

MEET THE SPONSORS



Business Resilience Award

rhg Insurance Brokers is a Chartered firm specialising in commercial work and last time we checked (last week) the ONLY such firm in Hertfordshire. What does this mean? Chartered firms gain this status from the Chartered Insurance Institute and is a recognition of business practices and excellence and that our staff have the highest qualifications and/or are studying for them.

What does this mean for our clients and prospective clients, though? We deal with multi-national firms, household name brands, substantial SMEs and exciting start-ups all of whom recognise the benefit of strong insurance as a cornerstone for the growth and wellbeing of their business. We understand risk and that your business is unique and your risks are unique to you. The answer is rarely a one-size-fits-all off the shelf package. We advise on identifying the fundamental risks that can kill your business or seriously harm it and how to reduce that risk, manage out the risk or insure it. Premiums paid for cover you don't need are better spent in your business or buying the cover you actually need.



ROTHAMSTED
RESEARCH



Rothamsted
Conference Centre

Best Sustainability & ESG Award

Rothamsted Conference Centre is a sustainable events venue, on the world-renowned Rothamsted Campus in Harpenden with all our profits going to supporting the world leading science and research conducted at Rothamsted Research.

Our Scientific colleagues are tackling the grand global challenges of food security and the impact climate change is having on our food supplies, therefore each cup of coffee and meeting room sold, helps to support this cause.

We have a selection of spacious meeting rooms with natural daylight and large outdoor spaces for coffee breaks and team building. Delegate well being is our focus and sustainability is at the very heart of what we do.

Get in touch to discuss booking your event on 01582 938500.

MEET THE SPONSORS



Best Small Business Award

Amazing Apprenticeships is a leading organisation in the education sector, working with schools, colleges, employers and parents to tackle misconceptions and promote the benefits of apprenticeships and technical education.

Based in Hitchin, Hertfordshire but working nationally – we are experts on apprenticeships and technical education. We influence the way that apprenticeships are perceived and drive forward innovative and creative work to ensure that more individuals and businesses can access the benefits of apprenticeships.

Our positively charged, inspired team has a wealth of experience in the public and private sectors, working in and with schools, colleges and some of the world's biggest and boldest companies right through to small businesses.

We've seen first-hand the difference that employers can make to apprentices – and that apprentices can make to their employers. That's why we're committed to communicating a new understanding of apprenticeships – one in which everyone appreciates the huge opportunities on offer.

Visit us at www.amazingapprenticeships.com or email hello@amazingapprenticeships.com



Best Technology Services Provider

Interfoam is one of the UK's premier providers of high quality, moulded polyurethane foam products.

We provide technical and seating products for the automotive, rail, aviation, construction, office furniture, military and medical industries processing a range of speciality formulated foam systems to suit many applications.

At Interfoam, we work closely with our clients on the complete development process. This enables us to create optimum parts and ensures all our products are fit for purpose. Moulding your ideas into the perfect product from conception to reality.

Interfoam are experienced in FMEA, APQP, PPAP and quality control procedures meaning products are managed with our expertise from development to mass production.

Our in-house tooling department can manufacture models, patterns, and tooling from the full spectrum of data sources ranging from engineering drawings to fully formatted CAD software. Our CNC capability allows us to machine a variety of materials tailored to our customers' requirements.

MEET THE SPONSORS



TEWIN BURY FARM HOTEL

Venue Sponsor

It was 1980 when, looking at ways to diversify the business, the family sold the dairy herd to purchase neighbouring farmland. A Farm Shop was opened to sell potatoes and other local produce. As an experiment four rooms in the family home were advertised as guest rooms for visitors. The demand grew, and Tewin Bury Farm Hotel was born.

The land continues to be farmed and is still owned by the Williams family, many of the original buildings have been incorporated in what is now Tewin Bury Farm, a popular and thriving independent hotel with 4 AA stars and excellent reputation as a venue for weddings, celebrations, conferences, and farmyard sessions.

The Williams brothers can often be seen managing the grounds or driving their tractor across the yard!



Programme Sponsor

The face that your organisation presents to the world encapsulates your values and expresses what is uniquely you. Our friendly team of print professionals never forget every piece of your printed material represents your philosophy, your image and your presence in the market place.

We have many years experience supporting our many public and private sector customers. They trust us. And so can you.

If you have any questions please get in touch - Our advice is always FREE and without obligation!

www.facecommunications.co.uk

THE AWARDS & FINALISTS

BEST MARKETING SERVICES PROVIDER

Sponsored by

biz4Biz

- Alchemy Creations
- Beaver Trison
- Cariad Marketing
- Focus7 International
- Rockitfish
- Wirebox

BEST TECHNOLOGY SERVICES PROVIDER

Sponsored by



- Beaver Trison
- Climbing Turn
- EMICO
- Protech-Solutions
- The ICE Way
- Wirebox

BEST CORPORATE SOCIAL RESPONSIBILITY

Sponsored by

AIRBUS

- Flamingo Horticulture
- Hertfordshire Mind Network
- Hertfordshire Independent Living
- Home-Start Hertfordshire
- The Counselling Foundation
- University of Hertfordshire

BEST LEGAL, ACCOUNTANCY AND FINANCIAL SERVICES PROVIDER

Sponsored by

biz4Biz

- Crane & Staples
- Debenhams Ottawa Solicitors
- Mercer & Hole
- The Accountancy Practice
- The Bookkeeping Department
- Wilder Coe

BUSINESS SERVICES OF THE YEAR

Sponsored by



- Cariad Marketing
- Co-Space Stevenage
- Crane & Staples
- Hertfordshire Building Control
- Mercer & Hole

BEST SUSTAINABILITY & ESG AWARD

Sponsored by



- Beyond Governance
- Flamingo Horticulture
- JPA Workspaces
- Mama Bamboo
- Solinvictus SES
- University of Hertfordshire

BEST EMPLOYMENT SERVICES PROVIDER

Sponsored by

biz4Biz

- Adversa Recruitment Ltd
- Best Start HR
- Extrastaff Ltd
- KEITS Training Services Ltd
- KM4HR
- Solveway Apprenticeships
- The Counselling Foundation

BEST APPRENTICESHIP

Sponsored by



- Anglian Country Inns
- EMICO
- Hertfordshire Building Control
- John O'Conner
- KEITS Training Services Ltd
- Sporting Futures Training

MADE IN HERTS

Sponsored by



- CU Phosco Lighting
- Farr Brew
- Handmade in Harpenden
- JPA Workspaces
- Kane International
- Mad Squirrel Brewery

BEST FAMILY BUSINESS

Sponsored by



- Adversa Recruitment Ltd
- Anglian Country Inns
- Castaway Cottage
- John O'Conner
- Naturally Organic
- The Accountancy Practice

SME BUSINESS OF THE YEAR

Sponsored by



- Alchemy Creations
- Beyond Governance
- Cariad Marketing
- Focus7 International
- Handmade in Harpenden
- The Accountancy Practice

COVID HERO AWARD

Sponsored by



- CHEXS
- Garden House Hospice Care
- Hertfordshire Community NHS Trust
- Hertfordshire Mind Network
- Hertfordshire Independent Living
- Stevenage Football Club Foundation
- The Counselling Foundation
- The Living Room

NEW BUSINESS OF THE YEAR

Sponsored by



- Castaway Cottage
- Midnight Blue Marketing
- Naturally Organic
- Redway HR
- Tracy's Treasured Keepsakes
- West End Barns

LARGE BUSINESS OF THE YEAR

Sponsored by



- Anglian Country Inns
- Beaver Trison
- EMICO
- Flamingo Horticulture
- Kane International
- Mad Squirrel Brewery

BIZ4BIZ JUDGES' AWARD

Sponsored by



Selected by the Judges

BEST SMALL BUSINESS AWARD

Sponsored by



- CHEXS
- Garden House Hospice Care
- Handmade in Harpenden
- Jackie's Drop In
- Midnight Blue Marketing
- The Living Room

BUSINESS RESILIENCE AWARD

Sponsored by



- Farr Brew
- Garden House Hospice Care
- Hertfordshire Mind Network
- Mad Squirrel Brewery
- University of Hertfordshire

BUSINESS OF THE YEAR

Sponsored by



Selected by Barclays
assisted by the Judges

MEET THE JUDGES



Adrian Hawkins OBE
Director of biz4Biz

Adrian Hawkins OBE, is the chairman of biz4Biz and the chairman of the Stevenage Development Board which is overseeing the regeneration of the new town.

Adrian is also the former deputy chairman of the Hertfordshire LEP and is Chair of the LEP's skills and employment board, with a special emphasis on education and training for the people of Hertfordshire.



Keith Middleton
Finance Director of biz4Biz

Keith previously served as a partner in George Hay and was instrumental in setting up their Letchworth Garden City office in 1982.

During his time at George Hay, Keith built a strong reputation for providing sound advice to a wide variety of businesses where he specialised in supporting family owned companies and new start-ups.



Tim Baugh
IT and Marketing Director of biz4Biz

Tim has worked in sales and marketing for 30 years and has a wealth of experience from creating marketing plans to executing PR campaigns from branding and corporate design to

copywriting, web design and using social media to build a strong brand image. He is the co-founder of Howardsgate – the company helps small and medium sized businesses market their products and services.



Andrew Sykes
Director of biz4Biz

Andrew is Chairman of rhg Insurance Brokers and manages personal covers for the owners and directors of commercial businesses. He is a past president of his local professional institute and

considers technical expertise to be at the heart of the advice and policy wordings he provides.

MEET THE JUDGES



Martin Williams

Martin has been with George Hay since 1998. He qualified in 2001 and at that time took over as audit manager at their Letchworth office. Martin was made a partner in April 2013.

Martin has a wealth of experience in auditing a wide variety of small and medium size enterprises, including FCA regulated companies and charities. He is also heavily involved in assurance reporting, including ISAE 3402 and due diligence work for sales and acquisitions.



Micky Kosowycz

Micky is passionate about supporting SME businesses to grow and meet their aspirations and has done so for over 20 years along with leading a strong team to support clients across the region.

In the UK Barclays are a fully diversified retail, corporate and business bank, supporting SMEs through a wide variety of mainstream and digital banking products; offer more than 80 products and services with all you need to succeed alongside a first in class and the most widely adopted business banking app in the UK.



Andy Webb A.C.I.B.

Andy is a Business Development Director for Barclays UK in Hertfordshire. Andy has more 30 years' experience in business banking, and has been based in the Hertfordshire business community since 2004. Andy was a Business Relationship Director for 5 years prior to his

current role and his current focus is to understand and support clients looking to move their business banking to Barclays. Working with the local relationship teams, Andy provides them with the banking facilities, and ongoing support to help them grow and prosper.



Ian Taylor

Ian Taylor is a highly experienced business advisor and financial services professional, with more than 30 years expertise in senior executive roles with Barclays and BNP Paribas: building successful and award winning teams, developing robust, long term client

relationships, and leading a series of complex market related projects: making commercial ambitions a practical reality for more than four decades. He is also passionate about ESG, and committed to ensuring cultural as well as disability diversity and inclusion within the workplace.

MEET THE JUDGES



Richard Gvero

Richard specialises in employment law and regularly helps businesses and individuals with a broad spectrum of staffing issues, including company restructures and redundancy, disciplinary and grievance processes, TUPE and

other employment aspects of commercial contracts and all types of employment dispute, including unfair dismissal and discrimination claims. His team is ranked in The Legal 500 and he is personally ranked in Chambers UK.



John Wiblin

John has had a distinguished legal career dealing with all manner of commercial disputes. He specialises in shareholder and partnership disputes, theft and misuse of commercially confidential information, copyright and trademark

infringement, and matters relating to the recruitment industry. He is a Solicitor-Advocate with the right to appear in any court in England and Wales and a qualified Arbitrator and Mediator. John is also individually ranked in Chambers UK and his team is ranked in The Legal 500.



Michael Budd

Michael is a corporate specialist advising on a broad spectrum of matters, including acquisitions and disposals, restructurings, management buy-ins/outs, joint ventures and corporate finance.

Michael has successfully assisted a range of clients from SMEs to large corporations and global businesses. His team is ranked in The Legal 500 and Michael himself is recommended in the guide.



Miranda Mulligan

Miranda is a solicitor specialising in advising both businesses and individuals on employment law. She has experience bringing and defending employment tribunal proceedings, as well as being

an accredited mediator. Miranda also helps her clients with contracts of employment, consultancy agreements and settlement agreements. Miranda is ranked as a Rising Star in The Legal 500 and as an Associate to Watch in Chambers UK.

MEET THE JUDGES



Paulo Lopez

Paulo Lopez is responsible for all client engagement / account management activity across Hart Learning & Development for apprenticeship, employability, fully funded and commercial revenue streams. Liaising with diverse teams and stakeholder management

between board and senior managers across three Hertfordshire based sites in Stevenage and Hitchin.

Following the judging process he said: "I loved every moment, listening to the passion of business owners and sharing their success stories too".



Duncan Nicholson

Duncan Nicholson qualified as a solicitor in 1996 having started his legal career at Shoosmiths & Harrison in 1994. Duncan's career has taken him to Birmingham and to London where he worked for international legal practices before he joined Tollers as a Partner in 2006 in order to provide

specialist advice on Corporate Recovery and Insolvency matters. Duncan remains a leading advisor in the East and South Midlands to Insolvency Practitioners and businesses and individuals affected by Insolvent events. In September 2011 Duncan was appointed as Tollers' Managing Partner; a post he still holds today.



Mena Caldbeck

As Business Relationship Manager, I am keen to ensure your start-up or scale-up business has access to the latest knowledge and intelligence, specialist advice and support services. This includes, access to a wide array of funding resources, specialised business

networks, planning and regulatory advice and enterprise and innovation services, alongside skills development and recruitment support to ensure your business flourishes and reaches its real growth potential. For further information please contact economic.development@stevenage.gov.uk

Karen Burness-Hattersley

Karen Burness-Hattersley is the Executive Assistant to the Airbus Site Director in Stevenage, Keith Ellis. Her focus is on supporting the development of the site, enhancing the engagement and collaboration between colleagues and Airbus' interaction with the local community.

Prior to this role, Karen was the Events and Exhibitions Manager for Airbus Defence and Space in the UK which stemmed from a background in Marketing Management. Karen is a graduate of Public Relations at the London Metropolitan University. Her spare time is spent with her family and friends in her hometown of Hitchin.

MEET THE FINALISTS



ANGLIAN COUNTRY INNS

ACI is a family run hospitality business which first opened its doors 25 years ago. First came The White Horse in Brancaster Staithe and now we have eight award winning establishments across East Anglia, a coffee shop and brewery to boot. The Farmhouse at Redcoats outside of Hitchin has been lovingly restored and The Barns, which were saved from falling, now host beautiful weddings and celebrations. The old ballroom in the middle of Hitchin Hermitage Rd will later this year expand to takeover a much larger space for the coffee shop. We believe in being a business for good and are signed up to the Race to Net Zero challenge; working with the best local suppliers to bring the highest quality ingredients to our menus. We also have a charity fund called Kindness in the Chaos which we set up in COVID to help support local charities and pour lots of care into how we train and develop our wonderful teams.



Adversa Recruitment Ltd are a family-owned recruitment agency based in Weston, established by a husband-and-wife team, Mark and Katie Stanley, in May 2017. Our business primarily provides temporary staff into the public sector, working with a client base of 250+ local authority councils in sectors including Administration, Construction, Transport & Logistics and Social Care. Our five core values – Hard Work, Individual Accountability, Respect, Teamwork and Transparency – underpin our entire business and contribute to our vision of providing world-class customer service to candidates and clients alike, demonstrated by our cherished 5* average rating on Google.

The majority of our employees join our business with no prior recruitment experience, as we enjoy nurturing our team from the ground up and providing long-term career prospects with opportunity for learning, growth and development. Most importantly, our successes have allowed us to regularly support and donate to charity, especially the wonderful Garden House Hospice Care.



ALCHEMY CREATIONS LTD
CREATIVE MARKETING & DESIGN

A friendly, flexible and passionate bunch, we are a Creative Marketing & Design Agency based in Letchworth, offering services such as social media management, brand housekeeping packages, graphic design, print, campaigns, content and email marketing - either on retainer, project by project, or working as a satellite marketing / design team. Each client package is totally bespoke. With a background in sports media we are now lucky enough to work across a range of industries – from B2C to B2B - working with really rather excellent clients.



We have been privileged to work with business owners across the county since 2007, ensuring we remove the obstacles to solving their tricky employee challenges and allowing their organisations to move forward. Our clients approach Beststart HR with any problem weighing them down, confident it will be handled in a way that best suits them, their business, and their industry, leaving them reassured their interests are protected.



Cariad Marketing is a multi-award winning digital marketing agency based in Hertford. Our team of 20 marketing professionals work collaboratively to deliver multi-channel campaigns. With in-house experts in Web Design & Development, SEO, PPC, Social Media and Content Marketing, we work as a virtual marketing department for medium-sized businesses throughout

Hertfordshire and London.

Our clients buy fixed price, results-based digital marketing campaigns based on KPIs and business objectives. On a monthly basis, they are provided with the most effective digital marketing services needed to achieve their targets, be it SEO, blog writing or social media marketing. This is supported by our philosophy which is always to be approachable, flexible, listen to client needs, deliver excellent customer service, and get results.

Castaway Cottage

We hand make gorgeously fragranced home and beauty products that are super kind to skin. Packed with carefully picked ingredients, our bath bombs, soaps, room fragrances and hair and skin products are never tested on animals. Our gift wrap is compostable, or

recyclable and we hand deliver orders to local customers. We sell our products at fairs in and around the Hemel Hempstead area and are stocked by retailers across the county as well as on our website.

Castaway Cottage was thought up by Archie Major when he was 12 years old after he was inspired to make bath bombs following a trip to a local lavender farm. We are now a family business with members of three generations lending their expertise either making, selling, marketing or gift wrapping our products – it is a labour of love as we hope for Archie to one day have a full-time career with Castaway.



CHEXS is a family support charity that works with disadvantaged young people & their families. We raise young people's self-esteem, teach new skills, improve mental wellbeing & aspirations. We achieve this by delivering bespoke projects that directly tackle the behavioral & confidence issues stopping them from achieving their potential.

Our success throughout the last 11 years is down to our unique whole family approach addressing the issues underlying young people's challenges. Through this approach, we not only support the young people referred to us, but we also raise parents' mental wellbeing & ability to communicate with & support their child.



Climbing Turn was founded in 2009. We started off building bespoke functionality for websites with specific requirements. These days we build online applications, plug-ins for websites and consultancy. All of us love our work and we really have been blessed with some really great clients too! We build applications from a business perspective and often this means helping our clients understand how to market themselves online.

Software isn't just about code, it's about understanding what our clients are looking to achieve. With years of experience behind us and a good understanding of business we are able to produce professional websites and online apps.



Co-Space is a flexible workspace operator, focused on created design-led spaces focused towards professional and creative businesses outside of London. Co-Space focuses on the redevelopment of rundown high street assets into high quality office, co-working, meeting and event spaces.



We are an established firm of solicitors in Welwyn Garden City. Founded in 1938, we have developed an excellent reputation for helping local families and businesses with their legal matters. We are proud of our strong links to the community and our commitment to client service.



Celebrating 100 years of trading in 2023, CU Phosco lighting is a family owned and run business based in Great Amwell, Ware. We have 3 other depots in the UK (Gloucestershire, West Yorkshire, and North Yorkshire) and pride ourselves on UK Manufacturing.

The business is a manufacturer of exterior lighting products and structures. The inception was the invention of spun concrete columns by the founder Charles Marques, grandfather to the current Chairman, Nicholas Marques, his brother, and immediate past chairman William Marques.

Over the years the company has evolved from concrete columns, via bridges, pontoons, prefab garages, through to present day LED street and floodlighting products.

CU Phosco Lighting (formerly known as Concrete Utilities) is the longest established lighting group in the UK, manufacturing exterior lighting luminaires, floodlights, columns, and masts. Our products can be seen on roads, motorways, airports, ports, shopping centres, housing estates and stadiums throughout the world.

DEBENHAMS
OTTAWAY
SOLICITORS

Debenhams Ottaway helps individuals, families and businesses in Hertfordshire, London and across the UK to navigate legal challenges and make the most of new opportunities at home and in business. Their focus on doing things differently and putting their people and clients at the centre of everything they do has seen them succeed in attracting and retaining better quality people, clients and work. They hope they are changing the way people think of law firms for the better.



Over the last 21 years of trading, Emico has positioned itself as one of the leading SME mechanical & electrical services contractors across the UK, with the capability to deliver highly complex and challenging design & build projects within the infrastructure environment.

Through collaborative working with our clients and multidisciplinary teams, we have achieved 3 million hours since the last reportable incident and 14 months without a lost time injury (September 2021). We have maintained this record in the face of the additional challenges presented by Covid 19. This safety performance measure is, for us, just as important as measures of quality and productivity.

By creating a culture rich in character, community, integrity, and enthusiasm fosters an exemplar environment in which our employees can excel. This is the key to the continued success and growth of Emico, by ensuring an embedded culture of teamwork, respect, integrity and excellence we will continue to attract and retain the very best people in the industry.



Extrastaff are delighted to be a finalist at the prestigious biz4Biz awards 2022. As previous winners, we know how important awards such as these can be to Hertfordshire businesses. We're transforming from a recruitment business to a technology driven recruitment solution, specialising in driving & industrial workers

and have doubled in size to an £81m business in just 2 years, with 2022 forecasts topping £100m. Staff engagement and development have been the catalyst for this.



Farr Brew is an award winning brewery and pub group. The brewery opened in 2016 and over the past 6 years they have opened an additional 6 pubs across Hertfordshire. Despite Covid they have ensured all 120 staff stayed employed and in fact successfully opened their 5th and 6th pub during the pandemic. Their business model has been to ensure a diverse and inclusive working environment that utilises locally sourced, eco-friendly means whenever possible.



FLAMINGO
GROUP INTERNATIONAL

Flamingo Group International headquartered in Stevenage is a market leading business in the UK and European horticulture market that delivers quality flowers, produce and plants to UK major retailers and online home delivery retailers from our own farms in Kenya and Ethiopia and a trusted network of global partner suppliers.

We currently employ just over 24000 staff globally, our business recently was awarded Gold Standard from One Carbon world for achieving carbon neutrality on our own vertically integrated farming, supply and distribution. We have been selling Fairtrade flowers and produce since 2007 and we have contributed over \$10m in community projects and support in Kenya and Ethiopia on education, health and welfare of the communities surrounding our farms.

FOCUS7

At Focus7 we love getting to the heart of a business and making it beat faster. We're a purpose-driven business that works with high growth businesses that are ready to make a conscious change to their brand and marketing strategies. Through strategic definition of the business and marketing objectives, we ignite and activate the marketing activities to drive continued growth within the business. We ignite brands to make a difference.



Garden House Hospice Care is a local charity providing free, compassionate end of life care and support to patients and their families in the communities of North Hertfordshire, Stevenage and surrounding towns and villages in Central Bedfordshire and Cambridgeshire. We believe in living well to the end of your days.

Working with our medical team of highly experienced doctors and nurses, we have specialists in a wide range of roles including complementary physiotherapy, bereavement, occupational therapy, complementary therapy and spiritual care. We help nearly 2,000 people every year - our community team alone visit a patient every 29 minutes. Although the Hospice receives some funding we need to raise almost £5 million in charitable income and greatly rely on the support of the community- local businesses, groups and individuals to help fund our work. We also rely on the support of our fantastic volunteers to help us deliver our services.



HANDMADE IN HARPENDEN

Founded in 2017 by Farhana and Henry, we focus on designing custom scent blends for a range of home and body products, while pledging to only source materials from the UK. Our ethos is to keep it as natural and sustainable as possible. All our products are free from GMO, preservatives, animal testing and dyes, and all glassware is proudly made by one of the few remaining UK container glass manufacturers.



Hertfordshire Building Control (HBC) provide a complete local authority statutory building control approval service. We have the largest team of qualified surveyors in the county - working in collaboration with local builders, architects, and agents. We strive

to ensure that building projects achieve building regulations compliance with minimum disruption. Our solution-led approach is designed to directly benefit you and our team offer proactive advice and support to help you achieve the best possible results.



Hertfordshire Community NHS Trust

Hertfordshire Community NHS Trust (HCT) provides healthcare in the community for over 1.2 million people across Hertfordshire, and across the whole of the East of England. We are a caring, agile and innovative organisation which supports people at every stage of their lives - from birth to end-of-life care. Over 3,000 staff deliver a wide range of care to people in their homes, in

local clinics, in schools and in our community hospitals, so that people get the best possible care and we create healthier communities. The Trust has been at the forefront of the COVID-19 response, by making sure that people still receive their care, despite the pandemic, and by delivering the COVID-19 vaccination programme, through vaccination centres and in schools.



Hertfordshire Independent Living Service Supporting your independence

Hertfordshire Independent Living Service (HILS) is a charitable social enterprise and the UK's largest not-for-profit meals on wheels service supporting around 17,000 people and delivering upwards of 1.3 million interventions every year.

HILS was established in 2007, and began with just one site, two vehicles, and a

team of volunteers delivering meals in the North Hertfordshire district. We now provide 17 unique services from five sites, with a fleet of 70+ vehicles and 250 team members, who help older and vulnerable people across the county to stay happy, healthy, and independent at home.



Herts Mind Network deliver essential mental health support in Hertfordshire, providing a diverse range of services from our 7 Wellbeing Centres and other venues across all 10 districts of the county. Funded locally, our services are available to all residents in Hertfordshire over the age of 18 and we offer dedicated services for 10-18 year olds. We provide opportunities for individuals to access support to enable them to recover from or live with mental ill health.



Hertfordshire

Home-Start Herts believe that every parent in Hertfordshire should have the support they need, when they need it, so they can give their child the best possible start in life.

Home-Start Herts are a local charity that supports families with young children, who are struggling to cope.

Parenting can be challenging at the best of times, but when additional challenges arise such as a bereavement, managing a child who has additional needs, mental health issues or domestic abuse, families can break down and children suffer.

Home-Start provides 1:1 home-visiting support, matching parents with trained mentors who visit the family for a couple of hours each week, for up to 9 months.

We also have a number of family groups across the county, which provide a space for families, who are often isolated and lonely, to come, meet other parents and interact with their children in a safe and stimulating environment.



Jackie's Drop-In Centre, a registered charity which provides a safe, happy haven and activities for vulnerable adults with disabilities 5 days a week. As a centre we aim to beat social isolation within the disability sector encouraging friendships and working together to give them the best time possible while they are on their visit. We also organise day trips to Hemsby, theatre supporting all the local dramatic groups as well as parties.



Founded in 1969, John O'Conner is a privately owned grounds maintenance company offering grounds maintenance, arboriculture, pest control, winter maintenance and other associated services throughout the UK. We are dedicated to the continuous development of each employee and invest heavily in horticulture and business-related apprenticeships. In addition to receiving numerous industry awards throughout the years, our employee investment is reflected by the high-quality services we deliver to our clients.



JPA Workspaces create inspiring places to work and learn whilst simultaneously reducing furniture related carbon and furniture waste. Ongoing circular support services include repair-shops, re-upholstery, re-configuration, re-use and re-working. Clients' redundant furniture landfill is eliminated through community re-homing and certificated materials recycling, with further carbon savings through a committed local

approach and certified Carbon Neutral operation.

Long-term investment value is ensured by extending the lifecycle of new and existing furniture, reducing unnecessary harvest of virgin-materials and additional carbon from manufacturing/transport of frequently replaced items.



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See more at www.kane.co.uk



KEITS is a private training provider specialising in providing apprenticeships, traineeships and other training courses to the land based and business service sectors nationally. Since 1997, KEITS have supported over 18,000 learners and 5000 employers. The quintessential ingredient to the success of KEITS is the experience and knowledge of its team and we are all proud to be celebrating our 25th anniversary this year.

KM4GROUP

KM4HR is a leading HR Recruitment business based in Hertfordshire. Working with a number of recognised brands through to SME's, KM4HR uses its market knowledge to support and partner with its large client group. KM4HR draws on 20+ years HR recruitment knowledge to truly understand its client & candidates needs, clients become candidates and candidates clients. At KM4HR we keep recruitment simple. The process is clear throughout, allowing our clients to choose the best candidates and ultimately the best outcome. It is these values that set us apart from our competitors.



MAD SQUIRREL

In 2010 we started out with our first small brewery, which produced just 88,000 pints in its first year. A decade later and our brewery has evolved into a powerhouse of quality and innovation that produces over 1.7 million pints annually and counting.

Our focus is on producing natural, unfiltered and unpasteurized beers that are creative and different, whilst also remaining commercial, enjoyable and (mostly) sessionable. Our distinctive branding has caught the imagination of many a consumer and we continue to design and innovate in house.

Our brewery has recently been awarded SALSA+ accreditation. This certifies our outstanding production standards and hygiene practices and guarantees a beer brewed to the highest professional calibre. Our world class craft beers can be found in our six Mad Squirrel tap rooms with the seventh opening in Watford in July 2022, as well as leading supermarkets, ECom businesses and restaurants and bars around the UK.



Laura Crawford founder and CEO Mama Bamboo launched the business in 2018 after being horrified with the impact 3 billion disposable nappies and 13 billion wet wipes a year were having in the UK. Crawford worked tirelessly to find a more sustainable solution, which would still offer convenience, without compromise. The award-winning bamboo nappies and wipes brand has gone from strength to strength and in November 2020 the company achieved B Corp status.



A forward-thinking accountancy firm with our clients' vision at the centre of everything we do. We work with businesses, individual clients, their families and trustees and provide a quality, personalised service with high levels of expertise across all aspects of accountancy, tax and financial planning. Recognised for being friendly and approachable, we take the time to get to know you and your financial affairs.



MIDNIGHT BLUE MARKETING®

STRATEGY | BRAND | DESIGN

Midnight Blue Marketing, is a double award winning branding agency that bridges the gap between brand strategy and brand identity. We support ambitious entrepreneurs to 'think big' by working smarter, not harder, to achieve their goals. Our goal is to be known as the most creative and effective brand strategists for SME's in Hertfordshire.



naturally®
ORGANIC

Naturally Organic is a Soil Association certified store based in Hatfield. From fresh produce, chilled to frozen, ambient to household, personal care to supplements over 6000 products stocked. Proud to work in collaboration with 16,000 farmers and 150 indigenous families. We aim to bring in clean, certified, premium quality & sustainable organic food brands making organic food accessible to everyone!



PROTECH SOLUTIONS

IT | AUDIO-VISUAL | SECURITY SYSTEMS

Protech Solutions Ltd has been successfully installing audio-visual, IT and security solutions for over 14 years. Our experienced engineers provide quality installations of a range of equipment, including interactive display screens, digital signage, projectors, CCTV, access control, gate automation, PA and audio systems, structured and fibre-optic cabling, wireless, visitor entry systems, PC's/Laptops, complete IT suites and Video Conferencing.

We are passionate about transforming the technology facilities of schools, universities, hotels, office space, hospitals, meeting facilities and entertainment venues! We do this by creating bespoke solutions, which meet the individual requirements of each customer. We find out exactly what they are hoping to achieve and we advise them on the best solution to meet their needs. We look after our customers so that they have someone they can trust when it comes to fulfilling their requirements for technology solutions. A family-run business, we provide a personal touch on every level.



grow | change | thrive

Redway HR is an award-winning team of experts, providing both operational and strategic people management and development. Our mission is to help leaders and their teams to change, grow and thrive.

We love to get under the skin of the companies we work with, to live your mission, vision and values so that we can truly deliver a tailored service to support the delivery of your goals through the very best management of your people.



rockitfish

Established in 2014, Rockitfish has established a reputation as an innovative, dynamic and people-centric creative communications and events agency. We create compelling experiences, campaigns and events that drive people and brand engagement.

Our belief is "Experience is Everything" – whatever we do, whether it be in live, digital or print communications, the audience experience and that of our clients, is front and centre.



Sporting Futures Training specialises in Apprenticeships within schools. Established since 2011 we received an Ofsted- Outstanding Grade in Sept 2021 and were given the accolade of FEweek/AELP Education and Childcare Provider of the year 2022. We continue to be proud of our Hertfordshire roots and as a successful company we aim to work increasingly with Schools/MATS and Academies to support with the advocacy of Apprenticeships across their workforce, offering bespoke Apprenticeship Training programs.



Stevenage FC Foundation is the official charity of Hertfordshire based professional football club, Stevenage FC. The Foundation works across the local area to create a community where all can live an active, healthy and positive life. Working with beneficiaries aged 2 – 92, their work utilises the power of sport and Stevenage FC to make long lasting positive impact, working collaboratively with a variety of partners. For more information visit www.stevenagefcfoundation.com



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Supporting busy business owners and accountants across Herts, Beds, Cambs and beyond, The Bookkeeping Department provide bookkeeping services, support and training. Specialists in Xero accounting software, our professional, friendly and flexible team are on hand to work with you, your team and clients to get the most from the software for your business. It goes beyond the numbers; we know that solid numbers provide the foundations for business success and that's what's key to us.



The Counselling Foundation is a BACP accredited training organisation and counselling service. We have been working with clients across Hertfordshire and Bedfordshire for over 45 years and now work all over the UK via remote counselling and training. Our training provides access to people who want to train to become counsellors and we also work with organisations and the general public to deliver short mental health related training. Core to our values is the principle that everyone should have access to safe and professional mental health support and therefore the fee for our counselling service is what individuals can afford to contribute. We believe everyone has the right to access our services regardless of their race, religion, sexual or gender identity, or financial status.



theICEway ecosystem of companies comprises of ICE, CRIBB Cyber Security and eTestware. theICEway provides a fully supportive, end-to-end strategy for organisations seeking to enhance their digital footprint. We can offer guidance, advice and help with technology projects, application managed service and cloud strategy, infusing our efforts with a security by design approach and an ethos built around collaboration. Together we can take you to the next level.

theICEway was built upon 3 core values: Integrity, people and innovation. We place huge emphasis on these in everything that we do. A tremendous sense of integrity underpins our efforts across the board, and we fully appreciate the responsibility we hold towards our clients. Our people and yours are our greatest assets as we strive to meet your core objectives using innovative methods.



Breaking the cycle of addiction

The Living Room is a 22-year-old Hertfordshire charity with hubs in Stevenage, Watford, St Albans and an online service. We aim to break the family cycle of addiction from substance and behavioural addictions, providing a free, non-time-limited, day-time, community rehabilitation for adults along with family and carer support. Daily group therapy for adults is facilitated by trained counsellors with lived experience. Addiction does not discriminate and neither do we.



Tracy's Treasured Keepsakes

Tracy's Treasured Keepsakes transforms those items of clothing that hold a sentimental meaning into beautiful keepsakes, such as bears, cushions and blankets. Whether it be baby clothes, school or work uniform, your relatives clothing and even wedding dresses. Tracy began her work in 2018 but went full time with her business during the start of the pandemic. Tracy specialises in memorial keepsakes bringing comfort to those grieving the loss of a loved one.
www.tracystreasuredkeepsakes.co.uk

TRISON

TRISON create strategic digital experiences which expertly transform spaces, and measure impact with data science and our insight team.

Since 1998 we have provided expert consultancy, cutting-edge creative design, innovative hardware and software platforms, and robust technical services for our clients, driving brand and customer engagement whenever and wherever it is needed. We build long-term partnerships, and invest our knowledge and expertise at every stage of the process to create exciting experiences which drive measurable results you can hang your hat on. We love shaping the digital spaces people experience and we always innovate; harnessing the incredible power of technology, data and contextual content to provide insight, relevancy and proof of value.

University of Hertfordshire **UH**

The University of Hertfordshire is an institution with enterprise at its core. Within our University Enterprise Zone we have formed clusters of excellence that respond to regional and national demands, providing students and businesses with access to funding and specialist business start-up, innovation and growth support. We prioritise growing, enabling and connecting our diverse talent and industry, and we co-design, implement and grow business ideas and ventures, making our expertise accessible to market. Every year our entrepreneurial, ecosystem at Herts ensures students and businesses succeed and realise their full potential.



Run by Vicky Smith with the support of her family, West End Barns is a take-away café based on their family run working farm in Wheathampstead. Opening in March 2021, the Barns sells hot and cold drinks, a range of homemade cakes and local products including honey and preserves, all whilst sticking to our ethos of being an environmentally sustainable business which supports our local community and strives to educate people on food and farming.

WIREBOX

Wirebox was Founded in 2008 by Andrew Ajoodha. Prior to launching Wirebox, Andrew worked at Sun Microsystems in Silicon Valley. Once he arrived back in the UK, he launched Wirebox from humble beginnings: in the garage.

Wirebox is a Watford-based digital agency specialising in bespoke software, database development and mobile app development. Since launching, Wirebox has worked with hundreds/thousands of clients, ranging from Coke, to KLM, to Mr Clutch, to Universal Studios, and more. To date, Wire has been accepted onto the Goldman Sachs Small Business Programme, become a Laravel Certified company, helped a tech charity to raise over £37 million for charity, hired apprentices out of school (who have gone on to become full-fledged software programmers), implemented carbon-reducing initiatives, and were accredited by the Good Business Charter. This year, Wirebox has plans to expand to Milton Keynes, with the launch of a new office.

Beagle Create is an Event Technical Support Company. We provide Sound, Lighting, Video, Staging, Rigging, Draping and much more.

Whether it's an Awards Ceremony, Conference, Product Launch, Private Party or Celebration... Live, Hybrid or Virtual – we design, plan and build your perfect solution. We are based in Bedfordshire but cover the UK & Europe. We're proud to have been working with the Biz4Biz awards since the beginning and wish everyone a fantastic evening.



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