

biz4Biz

Insight

JULY 2023 | ISSUE THIRTY FIVE



Salute to our
award winners

biz4Biz

ConneXions

MEET THE EXPERTS

**Where to find Finance and Support for your Business.
Ask your questions on the day.**

Thursday 28th September 2023 at Knebworth House Barns

Network with like-minded business leaders, enjoy a delicious lunch and listen to experts discussing how they can support your business.

This **FREE** event starts at **11:30am** with tea, coffee, and networking.

The main presentation will be at **12:00** noon, followed by lunch at **1.30pm**.

DIRECTIONS TO THE VENUE

Knebworth House Barns are accessed directly from the Junction 7 roundabout of the A1(M) motorway at Stevenage South. Drive along the access road past the Novotel until you reach the entrance to the Knebworth Estate. If you use a sat nav please use the following postcode **SG1 2AX**. The Gate Code for this event is **9786**

On **28th September 2023**, we will be hosting an event focusing on a range of Finance and Business support options with experts on hand to answer all your questions.

OUR SPEAKERS



ARUN
MUTHIRULAN



STEPHANIE
ALDRIDGE



SARAH
WHITE



DR CLARE
GREEN



KIERAN
THORPE



MARTIN
BOULD



JOHN
BROOK



CRAIG
GREEN



DR PETER
GOODEN



DR HELEN
PODMORE

We expect demand for this **FREE** event to be very high – so please register now by pressing the link to the right. **Tea, coffee, and lunch will be provided.**

[Book your place](#)



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The importance of awards

Business awards are important for companies to get involved in and try to win for several reasons:

Credibility

Recognition and Credibility: Winning a business award can give a company recognition and credibility in their industry. It serves as an endorsement from a third party that the company is doing something right and adds to their reputation.

Visibility

Increased Visibility: Being a finalist or winner of a business award can give a company increased visibility and exposure. It can attract the attention of potential customers, investors, and partners, which can lead to new opportunities for growth.

Employee Morale & Retention

Employee Morale and Retention: Winning a business award can boost employee morale and provide a sense of pride and accomplishment. This can lead to increased job satisfaction and retention, as employees feel valued and appreciated.

Competitive Edge

Competitive Advantage: Winning a business award can give a company a competitive advantage over their peers. It

can differentiate them from competitors and position them as leaders in their industry.

Networking Opportunities

Networking Opportunities: Participating in business awards can provide companies with networking opportunities. They can meet other industry leaders, share best practices, and build relationships that can lead to new business opportunities.

To Conclude

Overall, business awards can provide numerous benefits to companies, and winning one can have a significant impact on a company's success. It's important for companies to get involved and try to win these awards to stand out in their industry and gain recognition for their achievements.

In addition, Sponsoring a Business Awards programme can have several benefits for a company. Some of these benefits include:

Brand Exposure: Sponsoring a Business Awards programme can give a company exposure to a wide audience. The event typically attracts a diverse group of attendees, including business leaders, influencers, and media. This exposure can help increase brand recognition and awareness.

Networking Opportunities:

Sponsoring a Business Awards programme can provide companies with networking opportunities. They can meet other industry leaders, share best practices, and build relationships that can lead to new business opportunities.

Thought Leadership: By sponsoring a Business Awards programme, a company can position itself as a thought leader in its industry. It can showcase its expertise and share insights with the attendees, which can help build trust and credibility with potential customers.

Employee Engagement: Sponsoring a Business Awards programme can also engage employees. It can boost morale and provide a sense of pride and accomplishment for employees, as they see their company's name associated with a prestigious event.

Corporate Social Responsibility:

Sponsoring a Business Awards programme can demonstrate a company's commitment to corporate social responsibility. It can show that the company is invested in supporting its industry and celebrating excellence.

ADRIAN HAWKINS OBE

biz4Biz Chairman, Chairman of the Stevenage Development Board, Herts LEP Chairman.



A Letter from our Editor

And there we have it, the middle of the year reached, and what a way to mark the occasion with another remarkable evening at the biz4Biz Hertfordshire Business Awards.

The awards served as such a great chance for us take a breath, reflect on the half of 2023 which has past, and of course to raise a glass as well.

With the news of the passing our biz4Biz board member Tim Baugh, it has become even clearer that we need to enjoy what we are doing and that all events such as these should also offer the chance to catch up with old friends and to smile.

"The awards served as such a great chance for us take a breath, reflect on the half of 2023 which has past, and of course to raise a glass as well."



You can follow us @biz4biz for news, articles and updates on our current stories. Our articles get tweeted regularly to 2400 followers!

That was the overwhelming response from guests on the night. For not only was the entertainment and host superb and the food and the awards all very entertaining, it was actually the chance to gather, to network and just spend some times with colleagues and our vast extended business family which made the occasion so memorable.

We of course look forward to welcoming more members into our biz4Biz family, more on how to do that later in this magazine. We also have 2023 to finish and another year to plan. And of course we do that against a backdrop of challenging circumstances, both for business and also for individuals.

But despite this, one can't help having the feeling that our night at Tewinbury has helped to charge the batteries a little, winners are buoyed by their success, finalists had a great night but will be gunning for glory next year - all of us hoping to do our very best and to smile while we do it.

DARREN ISTED
Insight Editor



biz4Biz

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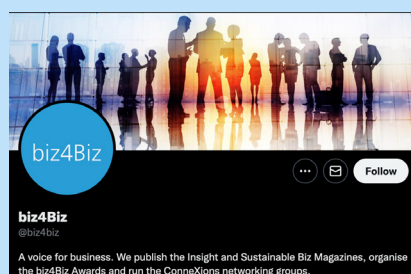
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Investing in Women Code closing the finance gap

The Government has published the third annual Investing in Women Code report after figures show 35% of all venture capital deals made by Investing in Women Code signatories were in female-founded companies last year, compared to the market average of 27%.

The Investing in Women Code was founded in 2019 as a landmark government-lead initiative in response to the Rose Review's findings that a lack of funding continues to be one of the most significant barriers to women seeking to effectively scale a business.

Over 200 organisations have signed up to the code, showing the growing numbers of lenders and investors

committed to increasing the levels of finance directed towards women-led businesses. Today's report demonstrates that IWC members are leading the way in addressing the finance gap between male and female entrepreneurs. Equal access to finance will boost the potential of female founded businesses and deliver on the Government's priority to grow the economy.

Business and Trade Secretary and Minister for Women and Equalities Kemi Badenoch said: "With equal access to funding and support, female entrepreneurs could add £250 billion to the economy.

"It's excellent that members of the Investing in Women Code are leading the way in addressing the finance gap

"It's excellent that members of the Investing in Women Code are leading the way in addressing the finance gap between male and female entrepreneurs, ensuring that the UK is the best place in the world to start a business, regardless of gender."

between male and female entrepreneurs, ensuring that the UK is the best place in the world to start a business, regardless of gender."

Other key findings from the Investing in Women Code's third annual report show that:

- Venture Capital (VC) firms that have signed up to the code represent a larger share of the market than ever before. The proportion of UK VC deals involving a signatory has risen from 24% in 2020 to 39% in 2022.
- New signatories included British Patient Capital, the UK's largest domestic investor in venture and venture growth capital, M&G Catalyst, one of the first large asset managers to join the Code; and the University of Exeter, the first higher educational institution to sign up, as the reach of the Code expands into new investor groups.
- The number of deals made by VCs with all-female teams rose from 6% in 2021 to 9% in 2022 in the broader market, bringing it in line with the levels achieved by VC signatories which remained constant for the last year.
- Female investors remain underrepresented on investment committees. Signatories report an

average of 32% female representation in their investment teams and 24% on their investment committees. The report found a relationship between more diverse investment committees, and successful pitches from all female and mixed gender leadership teams, so this is a crucial area to address.

- Reflecting the challenging economic backdrop, Angel group signatories recorded a decrease in the level of funding being requested by all-female teams as compared to 2021. This aligned with a fall in the requests made by their all-male counterparts.
- With the addition of Funding Circle and six others during the year, the 23 lenders now signed up to the Code provide an extensive range of products and services to SMEs across the UK alongside targeted initiatives to support women led businesses.

The findings demonstrate that there has been important progress, but more work is required to close funding gaps. Signatories are implementing a range of measures to improve their support for female entrepreneurs, including connecting them with female-focused networks, recruiting from a more diverse pool of candidates, providing mentoring and training for female founders and implementing diversity metrics and

"The findings demonstrate that there has been important progress, but more work is required to close funding gaps. Signatories are implementing a range of measures to improve their support for female entrepreneurs."

policies to achieve gender equity in the start-up ecosystem.

The community of banks and non-bank lenders supporting female entrepreneurs is now beginning to pull together.

The figures show there is more to do, especially across the regions and nations of the UK where finance ecosystems are less developed. UK Finance and our members are keen to play our part through collaboration and practical work across the UK. As a member of the Rose Review board, I'd like to thank my colleagues for their enthusiastic support.

The Third Annual Report can be found online on the British Business Bank's website: www.british-business-bank.co.uk/investing-in-women-code/annual-report-2023





Class of 2023 SBC Catalyser Programme 'graduate' with flying colours

Ten startups at the intersection of therapeutics and techbio have celebrated completing Stevenage Bioscience Catalyst's Catalyser Programme by pitching their ideas and commercialisation strategies to an audience of investors, experts and invited guests.

Over the course of eight weeks, the 2023 cohort, pooled from an extremely competitive field of companies across the UK, were supported by a team of mentors to refine their commercialisation strategies.

Delivered in collaboration with Triple Chasm, the programme utilises the latest data and digital technologies to support early-stage innovation and help tackle the challenges faced by fledgling companies in translating ideas into viable products with commercial, social and environmental impact.

During this hands-on programme, each start-up meticulously analysed its strategy

"Today marks the culmination of a very successful programme. I wish the 'Class of 2023' every success for the future as they embark on the next stage of their growth journey."

across 12 meso-economic vectors utilising the Triple Chasm tools, and actively engaged with 36 industry experts through 11 panel discussions.

The 14 sessions covered market space definition; proposition framing; customer definition; distribution marketing and sales; technology development;

IP management; product and service synthesis; manufacturing and deployment; human capital; funding; strategic positioning and business models.

At the Demo Day on 14 July, start-ups presented their strategies and asked for feedback from an audience of experts after being guided throughout the programme by the transformative Triple Chasm strategy framework.

The selected companies taking part were: Consone AI; Genenet Technology; Kuano; Neobe Therapeutics; PentaBind; Plurify; RS&RS Scientific; Stratosvir; Turing Biosystems and VasoDynamics.

Each company was asked to prepare a five minute presentation that set out their refined approach followed by a 10 minute Q&A session with the audience. As part of the closing ceremony, awards were handed out to the following three companies:



- Most catalysed: Plurify
- Most mature: Vasodynamics
- Most complex market: Neobe Therapeutics

Presenting the awards, programme lead Marco Delise, PhD, Entrepreneurship & Business Development Director, congratulated all the participants. He said: "The calibre of the 2023 cohort was particularly high and today's pitches demonstrated both the quality of expertise delivered and the commitment of all the companies involved. Over the course of eight weeks together we built up a really strong sense of community and fellowship. That support does not end here. We will be tailoring more accelerator programmes to suit their needs and those of tech-bio companies taking part in future Catalyser programmes."

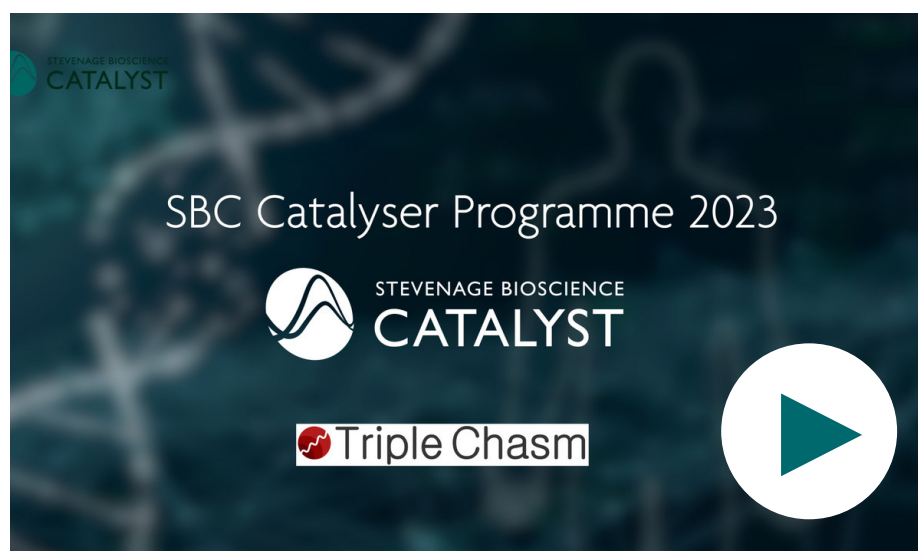
In 2021, Stevenage Bioscience Catalyst ran its first Data-Driven Advanced Therapeutics Accelerator (DATA) programme which was focused on execution. As of 31 March 2023, companies that went through this programme had secured £14m investments, with 86% of deals at seed stage and 14% at venture stage.

For the 2023 Catalyser Programme, SBC chose to focus on helping

tech-bio companies to refine their commercialisation strategy after it spotted a gap in the market. Stevenage Bioscience Catalyst is now planning to run a Catalyser programme every year.

Dr Sally Ann Forsyth OBE, CEO, Stevenage Bioscience Catalyst, said: "Today marks the culmination of a very successful programme. I wish the 'Class of 2023' every success for the future as they embark on the next stage of their growth journey."

"The calibre of the 2023 cohort was particularly high and today's pitches demonstrated both the quality of expertise delivered and the commitment of all the companies involved. Over the course of eight weeks together we built up a really strong sense of community and fellowship."





Co-Space delighted to launch new Milton Keynes venue



Co-Space MK is conveniently situated adjacent to Milton Keynes Central train station, surrounded by local amenities such as restaurants, gyms, retail and hotels.

The space offers private offices for 2-30+ people set over 3 naturally lit floors, and features design led co-working areas with all the required amenities for any office occupier including; showers, secure lockers and bike storage and productivity increasing breakout spaces. The newly invested space will also benefit from a coffee bar on the ground floor. The perfect spot to meet, fuel up or just gather your thoughts. Onsite parking is also available to reserve for Co—Space members.

Milton Keynes is one of the UK's fastest growing cities and an economic hub making Co—Space MK a perfectly placed home for enterprise.

Memberships

Memberships are all-inclusive, with internet, tea & coffee, business rates and more included in the monthly price.

Hot Desk

If your workspace needs are less permanent, we have Hot Desks available on a daily, weekly or monthly basis.

Private Office

Our office memberships offer an all inclusive private space for companies of varying sizes with 24/7 access.

"The space offers private offices for 2-30+ people set over 3 naturally lit floors, and features design led co-working areas with all the required amenities for any office occupier including; showers, secure lockers and bike storage and productivity increasing breakout spaces."

co — space

ELDER HOUSE
MILTON KEYNES





Hertfordshire LEP to accelerate growth of the green economy as research demonstrates its huge potential for jobs and business

Hertfordshire's low carbon environmental industries account for an impressive 12.4% of the county's GDP with 2,000 businesses employing 40,000 people, new research on the county's green economy has found.

The market study commissioned by Hertfordshire Local Enterprise Partnership (LEP) and Hertfordshire Innovation Quarter (Herts IQ), also revealed the sector has potential for sales growth of 50% in just four years, reaching £8.3bn in 2025/26 from £5.8bn in 2021/22.

The report titled 'Hertfordshire's Green Economy: Low Carbon Environmental Goods and Services Sector (LCEGS),' also found that three sub-sectors are particularly strong in Hertfordshire: Building Technologies, Alternative Fuels and Vehicles and Geothermal. Industry experts kMatrix carried out the study and found that these sectors have no significant scalability

"The strategy, the first of its kind for Hertfordshire, sets out a critical agenda for businesses and identifies a series of actions to help reach net zero targets. Some will be led by the LEP recognising its role as a key driver for economic growth."

barriers and contributed a larger proportion of sales as a percentage of GDP than the national average.

In addition, Low Carbon Environmental sales accounted for 12.4% of the county's GDP, which is 1% above the average for the UK as a whole.

And while the sector saw similar recovery to the rest of the UK from the economic shock of the Covid-19 pandemic, carbon finance was an exception in Hertfordshire in that it saw 1.1% growth, potentially because of some activity moving out of London. Hydro, wave and tidal, and contaminated land also performed better than the UK average, post-Covid.

The report is a key component of Hertfordshire LEP and Herts IQ's 'Towards Net Zero: A Strategy for Clean Growth in Hertfordshire', a countywide approach to achieving a greener, more sustainable, economy.

The strategy, the first of its kind for Hertfordshire, sets out a critical agenda for businesses and identifies a series of actions to help reach net zero targets. Some will be led by the LEP recognising its role as a key driver for economic growth. Other actions will be taken forward in

"These findings represent the start of incredible opportunities in Hertfordshire, from economic growth to new jobs and momentum in the net zero journey. When we launched our clean growth strategy, the green economy was not well understood and our earliest priority was to address this."

partnership with Hertfordshire Growth Board and Hertfordshire Climate Change and Sustainability Partnership, which is how local authorities are working together on environmental, climate change and wider sustainability issues. One of the first tasks identified in the strategy was to understand the scale and nature of LCEGS sector.

Adrian Hawkins OBE, Chair of Hertfordshire LEP and its Skills Advisory Panel, said: "These findings represent the start of incredible opportunities in Hertfordshire, from economic growth to new jobs and momentum in the net zero journey. When we launched our clean growth strategy, the green economy was not well understood and our earliest priority was to address this.

"Now, with the full potential of the sector made apparent we will be able to bring the full range of the LEP's levers to bear, to unlock and accelerate its growth."

Actions from the LEP will include the development of skills provision, business support programmes and setting up a Clean Growth Industry Panel.

Hertfordshire Innovation Quarter

Herts IQ will refresh its vision to focus on LCEGS's largest and growing subsectors, and to attract enviro tech businesses to locate in the innovation quarter.

Neil Rutledge, Chair of Herts IQ, said: "The economic potential of the green economy means exciting times lie ahead for Hertfordshire's businesses and residents. At Herts IQ, we are ideally placed to support businesses in these newly identified growth sectors. Clusters of clean tech companies are already based here attracted by top-notch premises and free business support. Along with our partners, we look forward to connecting with start-ups and scale-ups in these high-growth sectors and with those seeking to relocate to Hertfordshire to advance their business."

A Technical Summary of the report, and the full report itself, is available on the LEP's website.

[Visit the website](#)

About Hertfordshire Local Enterprise Partnership (LEP)

Hertfordshire LEP 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 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 significant sectors including creative media, film and TV, cell and gene therapy, life sciences and advanced manufacturing, the LEP delivers a range of initiatives to continue powering its growth.
www.hertfordshirelep.com
Twitter: @HertsLEP

About Hertfordshire Innovation Quarter

Herts IQ is an Enterprise Zone 30 minutes from London in Hemel Hempstead on J8 of the M1. Herts IQ is developing 3 million sq. ft. of new commercial space, focused on building a cluster of green, agri-tech, clean-tech and smart construction companies with collaboration opportunities through its innovation partners BRE Group, Rothamsted Research and the University of Hertfordshire. Herts IQ is run by seven partners all committed to its long term success: Hertfordshire Local Enterprise Partnership, BRE Group, Rothamsted Research, University of Hertfordshire, St Albans City and District Council, Dacorum Borough Council, and Hertfordshire County Council.

www.herts-iq.co.uk



**Hertfordshire
Local Enterprise
Partnership**

IQ Hertfordshire
Innovation
Quarter



The benefits of outsourcing your legal HR support



At Tollers we understand that your staff are your biggest resource, but also your biggest overhead. Taking time to manage your human resources appropriately and effectively, allows you to get more out of your staff and your business. To that end, we have developed our Tollers HR package.

We want to offer you peace of mind and support in dealing with HR issues that may affect your business and detract from running the business. We work with you to become an extension of your business, getting to know you and your staff, and we are invested in your success. We do this by working with you in an approachable and tailored way. Employment law is national, but your business is unique and we understand that. Our employment law solicitors are experts in their field and know how each issue facing you, requires a personal and appropriate solution for your business. Like the “H” in “HR”, we are human too and building client relationships is at the heart of Tollers’ values of “Exceptional People. Exceptional Service. Exceptional Delivery.”

We’re aware that there are companies who offer dedicated HR support for companies, but how many of them allow you direct access to a qualified employment law solicitor, or offer you an indemnity insurance option to cover the cost of a tribunal claim, meaning that we’re there for you the whole way? At Tollers, we’ve listened to

“We want to offer you peace of mind and support in dealing with HR issues that may affect your business and detract from running the business.”

experiences of other packages and have developed a product which we think is innovative and makes us stand out from the crowd. Want to know more?

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- There is no notice to cancel;
- We don’t self-insure and work with an independent insurer to obtain an insurance quote that is bespoke to your business. The insurance can cover your business for up to £100,000 per case and includes breach of restrictive covenant claims and the option of a health and safety indemnity;
- Access to HR Support Products developed by us;
- Discounted rates for you and your staff when instructing Tollers to write a will, prepare and register a Lasting Power of Attorney, or buy and sell a residential property; and
- Much more.



From day one, we will work with you. We will come and do a site visit and we’ll take away copies of your handbook and contracts so that we can review them, update them and become custodians

of them, not just at the outset, but as legal changes come in. Let’s face it, employment law evolves. With more changes due to come, we can be there and get you ready.

Tollers HR clients also benefit from the discounted services from some of our other teams. We’re a full-service law firm and can offer support in other legal fields outside of Employment Law and HR. All of our staff at Tollers offer a personal service and Tollers HR clients are looked after like they’re part of our family and business too.

If you are interested in find out more about Tollers HR, are considering outsourcing your legal HR requirement or would like to know about the other legal services we offer... talk to Tollers on 01438 901095, our Employment Law and HR specialists are here for you.

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 - No hidden charges;
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GENERATION STEVENAGE

at Knebworth Barns

Generation Stevenage at Knebworth Barns

Generation Stevenage was hosted recently at Knebworth House and was a careers fair for young people in and around Stevenage which helped to connect business with local schools and colleges, and highlight their opportunities to the next generation

At its heart was the chance to meet with local employers and discover the amazing opportunities available to them right here in Hertfordshire. Employers from all industry sectors showcased their apprenticeships, work placements and jobs for graduates and school leavers to over 500 students aged 15–16. Generation Stevenage was hosted by Hertfordshire Opportunities Portal (HOP), powered by Hertfordshire LEP, in partnership with the Stevenage Development Board. Local students and their parents/carers attended the Twilight session and discovered and spoke to local employers while also learning more about Hertfordshire's major employment sectors and the various routes into work. Speaking about the event Adrian Hawkins OBE, Chair, Hertfordshire LEP and Stevenage Development Board said: "The Generation careers fairs play a vital role in raising young people's aspirations and ensuring they are best placed to seize the opportunities on their doorstep."

"The Generation careers fairs play a vital role in raising young people's aspirations and ensuring they are best placed to seize the opportunities on their doorstep."



**Where to find Finance and Support for your Business.
Ask your questions on the day.**

Thursday 28th September 2023 at Knebworth House Barns

Network with like-minded business leaders, enjoy a delicious lunch and listen to experts discussing how they can support your business.

This **FREE** event starts at **11:30am** with tea, coffee, and networking.

The main presentation will be at **12:00** noon, followed by lunch at **1.30pm**.

DIRECTIONS TO THE VENUE

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On **28th September 2023**, we will be hosting an event focusing on a range of Finance and Business support options with experts on hand to answer all your questions.

OUR SPEAKERS



ARUN MUTHIRULAN, INNOVATION & GROWTH TEAM MANAGER, NATIONAL INVESTMENT READINESS GROUP MEMBER, INNOVATE UK EDGE

Arun is a Senior Innovation, Growth and Investment specialist delivering Innovate UK EDGE's tailored support for SMEs to help them raise funding, innovate, grow and scale. He is a member of Innovate UK EDGE's National Investment Readiness Group and specialises in funding sources for innovation, business models and financial modelling.



STEPHANIE ALDRIDGE, SENIOR INNOVATION & GROWTH SPECIALIST, INVESTMENT READINESS CHAMPION – EAST OF ENGLAND, INNOVATE UK EDGE

Stephanie is an experienced business adviser and has a proven track record of supporting ambitious businesses to develop winning commercial strategies, become investment ready, and secure funding and finance. Stephanie has held several Directorships and has a background in strategy consulting.



SARAH WHITE, DTEP (DEFENCE TECHNOLOGY EXPLOITATION PROGRAMME) BUSINESS RELATIONSHIP MANAGER, DASA

Sarah supports suppliers with the Defence Technology Exploitation Programme (DTEP) whereby SME's can apply for funding to work with companies already in the defence supply chain to get their innovations to market. Sarah has spent most of her career working in SME's, large international organisations and universities in business analytical and development.



DR CLARE GREEN, INNOVATION PARTNER (YORKSHIRE AND THE HUMBER), DASA

Clare joined the Defence and Security Accelerator (DASA) in Aug 2021 and was the Innovation Partner for the East of England before moving to cover Yorkshire and the Humber in 2023. She is working to build networks across the region to identify technologies and innovations that could offer benefit to UK Defence and Security. Clare's career has had a medtech focus and spanned both large industry and SMEs.



KIERAN THORPE, GROWTH ACCOUNT MANAGER, HERTFORDSHIRE GROWTH HUB

Hertfordshire Growth Hub is Hertfordshire Local Enterprise Partnership's flagship business support provider. Powered by Hertfordshire LEP, it is delivered by a consortium of partners, led by business support specialists Exemplas, with the University of Hertfordshire, Hertfordshire Chamber of Commerce and Visit Herts.



MARTIN BOULD, CEO/ FOUNDER, LITTLE BIRDIE

Martin is a co-founder and CEO of Little Birdie, the UK's first personal subscription and recurring payment management app - helping consumers save time and money on unwanted and unused subscriptions. Innovate UK EDGE client, Little Birdie recently closed an oversubscribed round on CrowdCube for £210k, bringing total funding to date to over £700k.



JOHN BROOK, INTERNATIONAL TRADE ADVISER, DEPARTMENT FOR BUSINESS AND TRADE

John's main employment history has been with major multinationals (IBM and Xerox) in the office products, IT and telecommunications businesses. This was followed by a period as International Sales Director for a pharmaceutical manufacturer in Ireland and more recently as an Interim Managing Director for a local engineering company.



CRAIG GREEN, EXPORT FINANCE MANAGER, UK EXPORT FINANCE

Craig Green engages with start up to blue chip companies across Herts and Bucks to support them in achieving their international export requirements. Working under the mandate, to advance prosperity by ensuring no viable UK export fails for lack of finance and insurance, doing that sustainably and at no net cost to the taxpayer. Craig joined UK Export Finance in September 2017. Prior to this, he was employed in the banking sector for 21 years.



DR PETER GOODEN, HEAD OF INNOVATION, UNIVERSITY OF HERTFORDSHIRE

Pete spent almost 10 years in the chemical industry working for a university spinout company. Subsequently, Pete moved into the Higher Education sector and now holds the position of Head of Innovation at Herts. Pete's team manage Herts' KTP portfolio and is enabling industry to gain funding to access the expertise and facilities within the University. Pete also manages the intellectual property pipeline at Herts.



DR HELEN PODMORE, SENIOR BUSINESS DEVELOPMENT MANAGER (INNOVATION), UNIVERSITY OF HERTFORDSHIRE

Helen spent almost 12 years working for a major supplier to the life sciences industry. Helen joined the University of Hertfordshire in 2018 and now holds the position of Senior Business Development Manager (Innovation). Helen's team manage the University's contract research, consultancy and KTP portfolio, enabling industry to gain funding to access expertise and facilities.

We expect demand for this FREE event to be very high – so please register now by pressing the link to the right. Tea, coffee, and lunch will be provided.

Book your place

Avoiding Disputes in Family Businesses



John Wiblin
Partner and Head of Dispute Resolution
www.longmores.law
enquiries@longmores.law
01992 300333

"The most common issue is that insufficient plans have been made about who will take over the business when older family members retire or if one of them passes away."

John Wiblin from Longmores Solicitors talks about some of the legal issues that can arise within family businesses and how to avoid them.

How are you involved with family businesses?

I usually get involved when a dispute arises between the owners of the business. My other colleagues at Longmores may be involved in setting-up businesses, preparing their shareholder agreements and other corporate governance papers, and in succession planning for the business as older family members want to retire. And our employment team has a role to play too because family members may be employees of the business.

Are any legal problems unique to family businesses?

All businesses need to be set up correctly and any business can have a dispute with their employees or have its owners fall out between themselves. The family dimension can mean that there is a reluctance to talk about these issues before any problems arise. It means that if there are problems, the repercussions can be very difficult for everyone, even those family members that don't work in the business because in these circumstances individuals tend to choose sides quickly.

What legal problems are most common for businesses of this kind?

The most common issue is that insufficient plans have been made about who will take over the business when older family members retire or if one of them passes away. In the case of a traditional partnership, unless measures have been put in place in advance, the partnership is liquidated automatically when one of the partners leaves or dies. With companies, shares may pass to the spouse of a director who worked in the company but the surviving spouse may have no experience of the business.

Can anything be done to prevent these problems?

A shareholder agreement or partnership deed entered into at the outset and updated regularly can address most of these issues. As can keeping stakeholders in the business apprised about what is likely to happen in future. Many difficulties have their roots in a difference between expectation and reality. And it's hard on people when expectations that have been relied on for years are suddenly dashed. Harder still when it's done by a family member.


What sort of 'expectations' do you mean?

That someone will become a director, or that the business will be sold or not, or that shareholders are guaranteed a consistent income. Any business can have a period of bad trading or when it needs to keep capital in reserve to meet a new challenge. In those circumstances, directors have a duty not to declare a dividend. That can be difficult when they have family members who rely on receiving those funds.

What is it like to act for family members in bitter disputes?

It is hard to avoid taking on some of the stress that clients feel when they are under pressure from other parts of their family. But it can be rewarding too because I know the input I provide makes a difference to people. I am often the only person outside of the family with whom my client can discuss matters and get a different perspective.





FCA introduces tough new rules for marketing cryptoassets

Those marketing cryptoassets to UK consumers will need to introduce a cooling-off period for first time investors from 8 October 2023, under new advertising rules announced by the FCA (Financial Conduct Authority).

As part of a package of measures designed to ensure those who buy crypto understand the risk, 'refer a friend' bonuses will also be banned.

The new rules mean crypto firms must ensure that people have the appropriate knowledge and experience to invest in crypto. Those promoting crypto must also put in place clear risk warnings and ensure adverts are clear, fair and not misleading.

The FCA's rules follow government legislation to bring crypto promotions into the regulator's remit.

Sheldon Mills, Executive Director, Consumers and Competition, said:

'It is up to people to decide whether they buy crypto. But research shows many regret making a hasty decision. Our rules give people the time and the right risk warnings to make an informed choice.

'Consumers should still be aware that crypto remains largely unregulated and high risk. Those who invest should be prepared to lose all their money.

"The new rules come into effect as research from the FCA shows that the estimated crypto ownership has more than doubled from 2021 to 2022, with 10% of the 2,000 people surveyed stating that they own crypto."

'The crypto industry needs to prepare now for this significant change. We are working on additional guidance to help them meet our expectations.'

The new rules come into effect as research from the FCA shows that the estimated crypto ownership has more than doubled from 2021 to 2022, with 10% of the 2,000 people surveyed stating that they own crypto.

The approach taken to the promotion of crypto is consistent with the rules introduced by the FCA last year to tackle misleading financial advertisements of high-risk investments.

It also supports the FCA's three core commitments laid out in the 2023/24 business plan to reduce and prevent serious harm, set and test higher standards and promote competition and positive change.

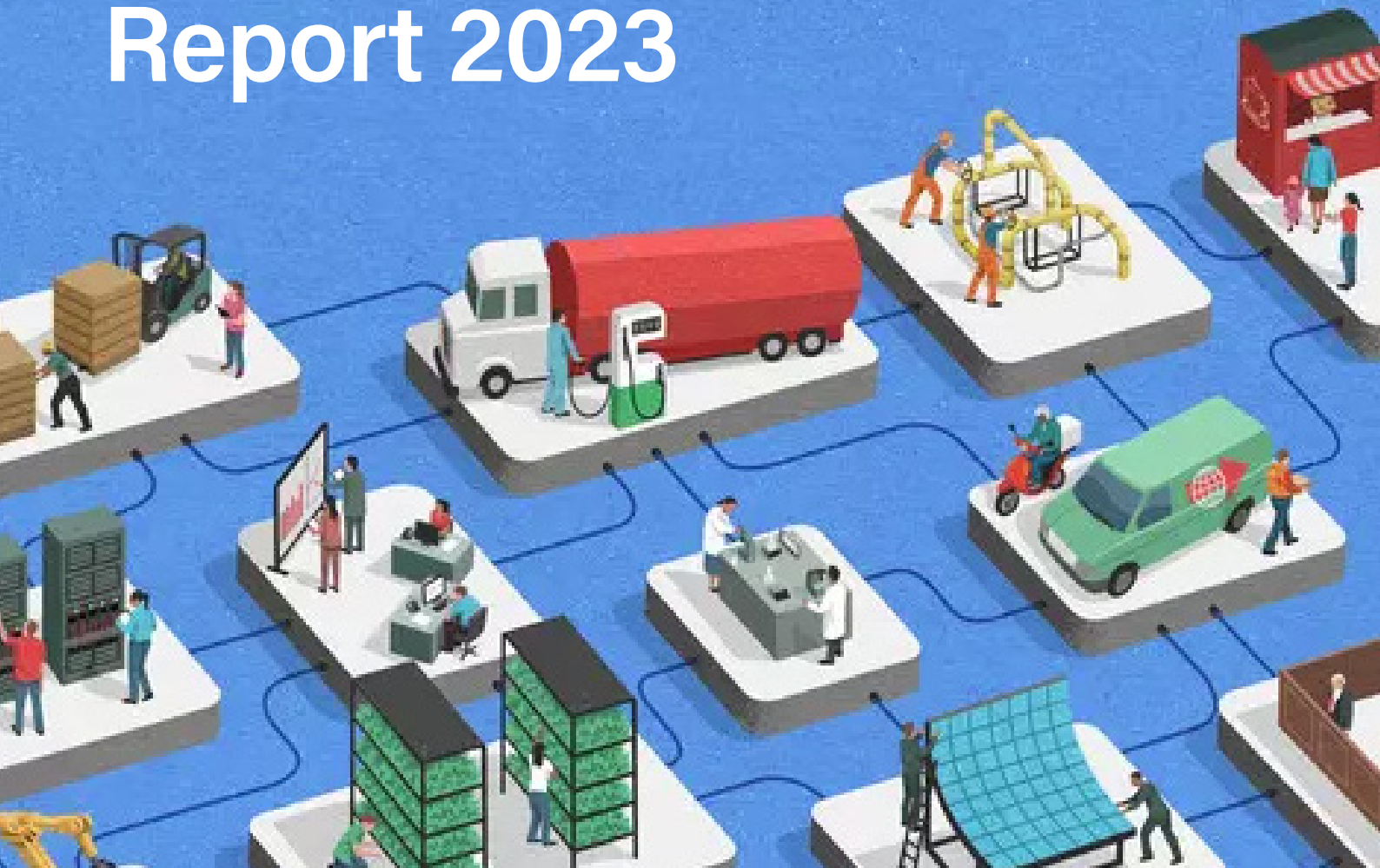
The FCA is also consulting on additional guidance setting out expectations of firms advertising crypto to UK consumers. Those wishing to have their say will have until 10 August to respond.

Following the announcement of the new rules, the FCA will publish a Guidance Consultation to provide further clarification on the expectations of firms communicating cryptoasset financial promotions to ensure promotions are clear, fair and not misleading.

The new rules on promoting cryptoassets follow extensive work with the Government on their consultation on the Future Regulatory Regime for Cryptoassets and collaboration with international counterparts and the wider industry.

Prior to the FCA's remit including financial promotions for crypto products and services, the ASA had banned several crypto firms' promotions for being misleading and irresponsible.

The Future of Jobs Report 2023



Economic, health and geopolitical trends have created divergent outcomes for labour markets globally in 2023 according to the World Economic Forum.

While tight labour markets are prevalent in high-income countries, low and lower-middle-income countries continue to see higher unemployment than before the COVID-19 pandemic. On an individual level, labour-market outcomes are also diverging, as workers with only basic education and women face lower employment levels. At the same time, real wages are declining as a result of an ongoing cost-of-living crisis, and changing worker expectations and concerns about the quality of work are becoming more prominent issues globally. The fourth edition of the Survey has

"The Survey covers questions of macrotrends and technology trends, their impact on jobs, their impact on skills, and the workforce transformation strategies businesses plan to use, across the 2023-2027 timeframe."

the widest coverage thus far by topic, geography and sector. The Future of Jobs Survey brings together the perspective of 803 companies – collectively employing more than 11.3 million workers – across

27 industry clusters and 45 economies from all world regions. The Survey covers questions of macrotrends and technology trends, their impact on jobs, their impact on skills, and the workforce transformation strategies businesses plan to use, across the 2023-2027 timeframe. Technology adoption will remain a key driver of business transformation in the next five years. Over 85% of organisations surveyed identify increased adoption of new and frontier technologies and broadening digital access as the trends most likely to drive transformation in their organisation. Broader application of Environmental, Social and Governance (ESG) standards within their organisations will also have a significant impact. The next most-impactful trends are macroeconomic: the rising cost of living

and slow economic growth. The impact of investments to drive the green transition was judged to be the sixth-most impactful macrotrend, followed by supply shortages and consumer expectations around social and environmental issues. Though still expected to drive the transformation of almost half of companies in the next five years, the ongoing impact of the COVID-19 pandemic, increased geopolitical divisions and demographic dividends in developing and emerging economies were ranked lower as drivers of business evolution by respondents.

The combination of macrotrends and technology adoption will drive specific areas of job growth and decline:

- The fastest-growing roles relative to their size today are driven by technology, digitalisation and sustainability. The majority of the fastest growing roles are technology-related roles. AI and Machine

Learning Specialists top the list of fast-growing jobs, followed by Sustainability Specialists, Business Intelligence Analysts and Information Security Analysts. Renewable Energy Engineers, and Solar Energy Installation and System Engineers are relatively fast-growing roles, as economies shift towards renewable energy.

- The fastest-declining roles relative to their size today are driven by technology and digitalisation. The majority of fastest declining roles are clerical or secretarial roles, with Bank Tellers and Related Clerks, Postal Service Clerks, Cashiers and Ticket Clerks, and Data Entry Clerks expected to decline fastest.
- Large-scale job growth is expected in education, agriculture and digital commerce and trade. Jobs in the Education industry are expected to grow by about 10%, leading to 3 million additional jobs for Vocational

Education Teachers and University and Higher education Teachers.

Jobs for agricultural professionals, especially Agricultural Equipment Operators, are expected to see an increase of around 30%, leading to an additional 3 million jobs.

Growth is forecast in approximately 4 million digitally-enabled roles, such as E-Commerce Specialists, Digital Transformation Specialists, and Digital Marketing and Strategy Specialists.

- The largest losses are expected in administrative roles and in traditional security, factory and commerce roles. Surveyed organisations predict 26 million fewer jobs by 2027 in Record-Keeping and Administrative roles, including Cashiers and Ticket Clerks; Data Entry, Accounting, Bookkeeping and Payroll Clerks; and Administrative and Executive Secretaries, driven mainly by digitalisation and automation.

"The fastest-declining roles relative to their size today are driven by technology and digitalisation. The majority of fastest declining roles are clerical or secretarial roles, with Bank Tellers and Related Clerks, Postal Service Clerks, Cashiers and Ticket Clerks, and Data Entry Clerks expected to decline fastest."



"Employers anticipate a structural labour market churn of 23% of jobs in the next five years. This can be interpreted as an aggregate measure of disruption, constituting a mixture of emerging jobs added and declining jobs eliminated."

Analytical thinking and creative thinking remain the most important skills for workers in 2023. Analytical thinking is considered a core skill by more companies than any other skill and constitutes, on average, 9% of the core skills reported by companies. Creative thinking, another cognitive skill, ranks second, ahead of three self-efficacy skills – resilience, flexibility and agility; motivation and self-awareness; and curiosity and lifelong learning – in recognition of the importance of workers ability to adapt to disrupted workplaces. Dependability and attention to detail, ranks seventh, behind technological literacy. The core skills top 10 is completed by two attitudes relating to working with others – empathy and active listening and leadership and social influence – as well as quality control. Employers estimate that 44% of workers' skills will be disrupted in the next five years. Cognitive skills are reported to be growing in importance most quickly, reflecting the increasing importance of complex problem-solving in the workplace. Surveyed businesses report creative thinking to be growing in importance slightly more rapidly than analytical thinking. Technology literacy is the third-fastest growing core skill. Self-efficacy skills rank above working with others, in the rate of increase in importance of skills reported by businesses. The socio-emotional attitudes which businesses consider to be growing in importance most quickly are curiosity and lifelong learning; resilience, flexibility and agility; and motivation and self-awareness. Systems thinking, AI and big data, talent management,



and service orientation and customer service complete the top 10 growing skills. While respondents judged no skills to be in net decline, sizable minorities of companies judge reading, writing and mathematics; global citizenship; sensory-processing abilities; and manual dexterity, endurance and precision to be of declining importance for their workers. Six in 10 workers will require training before 2027, but only half of workers are seen to have access to adequate training opportunities today. The highest priority for skills training from 2023-2027 is analytical thinking, which is set to account for 10% of training initiatives, on average. The second priority for workforce development is to promote creative thinking, which will be the subject of 8% of upskilling initiatives. Training workers to utilise AI and big data ranks

third among company skills-training priorities in the next five years and will be prioritised by 42% of surveyed companies. Employers also plan to focus on developing worker's skills in leadership and social influence (40% of companies); resilience, flexibility and agility (32%); and curiosity and lifelong learning (30%). Two-thirds of companies expect to see a return on investment on skills training within a year of the investment, whether in the form of enhanced cross-role mobility, increased worker satisfaction or enhanced worker productivity. The skills that companies report to be increasing in importance the fastest are not always reflected in corporate upskilling strategies. Beyond the top-ranked cognitive skills are two skills which companies prioritise much more highly than would appear according to their

current importance to their workforce: AI and big data as well as leadership and social influence. Companies rank AI and big data 12 places higher in their skills strategies than in their evaluation of core skills, and report that they will invest an estimated 9% of their reskilling efforts in it – a greater proportion than the more highly-ranked creative thinking, indicating that though AI and big data is part of fewer strategies, it tends to be a more important element when it is included. Leadership and social influence ranks five places higher than suggested by its current importance and is the highest ranked attitude. Other skills which are strategically emphasised by business are design and user experience (nine places higher), environmental stewardship (10 places higher), marketing and media (six places higher) and networks and cybersecurity (five places higher). Respondents express confidence in developing their existing workforce, however, they are less optimistic regarding the outlook for talent availability in the next five years. Accordingly, organizations identify skills gaps and an inability to attract talent as the key barriers preventing industry transformation. In response 48% of



companies identify improving talent progression and promotion processes as a key business practice that can increase the availability of talent to their organization, ahead of offering higher wages (36%) and offering effective reskilling and upskilling (34%). Surveyed companies report that investing in learning and on-the-job

training and automating processes are the most common workforce strategies which will be adopted to deliver their organisations' business goals. Four in five respondents expect to implement these strategies in the next five years. Workforce development is most commonly considered to be the responsibility of workers and managers, with 27% of training expected to be furnished by on-the-job training and coaching, ahead of the 23% by internal training departments and the 16% by employer-sponsored apprenticeships. To close skills gaps, respondents expect to reject external training solutions in favour of company-led initiatives.

A majority of companies will prioritise women (79%), youth under 25 (68%) and those with disabilities (51%) as part of their DEI programmes. A minority will prioritise those from a disadvantaged religious, ethnic or racial background (39%), workers over age 55 (36%), those who identify as LGBTQI+ (35%) and those from a low-income background (33%). Forty-five percent of businesses see funding for skills training as an effective intervention available to governments seeking to connect talent to employment. Funding for skills training ranks ahead of flexibility on hiring and firing practices (33%), tax and other incentives for companies to improve wages (33%), improvements to school systems (31%) and changes to immigration laws on foreign talent (28%).





UK manufacturing downturn continues at start of second quarter

The downturn in the UK manufacturing sector continued at the start of the second quarter. April saw output and new orders contract, with companies reporting that client destocking and efforts to cut costs had contributed to the downshift in demand. The seasonally adjusted S&P Global / CIPS UK Manufacturing Purchasing Managers' Index® (PMI®) ticked down to a three-month low of 47.8 in April, from 47.9 in March but above the earlier flash estimate of 46.6. All five of the PMI components signalled a deterioration in operating conditions. Output, new orders, employment and stocks of purchases all contracted and vendor lead times improved (a sign of weaker demand for inputs hurting suppliers). Manufacturing production fell for the

"Output rose in the investment goods sector, but fell at consumer and intermediate goods producers. Companies reported that output was scaled back due to reduced intakes of new work from both domestic and overseas clients."

second month in a row during April. That said, the rate of contraction remained mild and was slightly less marked than in the prior survey month. Output rose in the investment goods sector, but fell

at consumer and intermediate goods producers. Companies reported that output was scaled back due to reduced intakes of new work from both domestic and overseas clients.

Total new order inflows decreased at the quickest pace in three months in April, after rising for the first time in almost a year during March. There was mention of increased client uncertainty, customer destocking and efforts to control costs all contributing to the drop in new work placed.

Softer demand from the US, China and mainland Europe meanwhile led to a decrease in new business from overseas. New export orders contracted for the fifteenth consecutive month, with the rate of decline gathering momentum. Data broken down by sector provided a more



"April saw input buying volumes at UK manufacturers decline for the tenth month running. Purchasing activity was cut back in response to lower production requirements and efforts to trim excess stock holdings. Inventories of both inputs and finished goods fell during the latest survey month."

of companies reporting that they expect output to rise during the coming year. Positive sentiment reflected investment spending, new product launches, forecasts of improved market conditions and organic growth plans. There was also positive news for manufacturers on the price and supply fronts. Rates of increase in average input costs and output charges both eased in April, falling to 35- and 28-month lows respectively. Companies linked slower cost increases to reduced supply chain pressure, improved material availability, declining shipping rates and weaker demand for inputs. Vendor delivery times shortened for the third successive month in April, in a

further sign of supply chain pressures easing following the severe disruptions experienced over much of the prior three years. There was mention of improved material availability, better stock levels at suppliers and signs of vendors working through backlogs and bottlenecks. Reduced demand for raw materials also contributed to the shortening of delivery times. April saw input buying volumes at UK manufacturers decline for the tenth month running. Purchasing activity was cut back in response to lower production requirements and efforts to trim excess stock holdings. Inventories of both inputs and finished goods fell during the latest survey month.

varied picture, however. Consumer and intermediate goods producers saw further declines in new export work, whereas the investment goods sector saw growth hit a 20-month high.

April saw further job losses at UK manufacturers. Employment fell for the seventh month in a row, albeit at the weakest pace during that sequence. The reduction to headcounts was focussed on medium- and large-sized companies. In contrast, small-scale producers raised employment for the fourth successive month.

Although current conditions remained subdued, manufacturers maintained a positive outlook in April. Optimism rose to a 14-month high, with over 61%



A Message from our Founder and Chairman, Adrian Hawkins OBE

Established in 2010 to provide “a voice for business”, biz4Biz ensures that the benefit of businesses to our society is both seen and heard.

Insight Magazine published bi-monthly holds a current circulation in excess of 600,000 + named business professionals across the northern home counties with a 60% open rate on the first day of delivery. The Sustainable Biz magazine currently published quarterly holds a similar national circulation with a focus on technology to save money, carbon footprint assessment and the journey to Net Zero. We also have the Manufacturing Biz title in our magazine stable with more planned.

biz4Biz is also responsible for the very successful Hertfordshire Business Awards now in its 5th year, annual business conferences, our very popular ConneXions lunches, and breakfasts and the new biz4Biz Angel Investment group providing an ideal space to host these important assets.

We also offer a complete range of marketing awareness services and encourage our members to consider our “Let’s Work Together” (LWT) package providing the most complete marketing awareness service with reach available. Further details of the LWT package can be found overleaf. LWT is a unique package to promote a company, its skills, people, products, and services.

All our services carry a 30% discount for Members who also enjoy free editorial on joining biz4Biz. Don’t hesitate and join biz4Biz today online here <https://biz4biz.org/membership/>

We look forward to you joining biz4Biz and to assisting you in the future,

Best Wishes

Adrian Hawkins

Adrian Hawkins OBE
Founder & Chairman biz4Biz
biz4Biz



A Voice for Business

We launched our first Insight magazine back in August 2014 followed by our ConneXions business networking group and our phenomenally successful biz4Biz Awards programme. biz4Biz has become a well-established and highly respected brand that provides a voice for the local business community. As part of our continued growth, we have expanded our activities to cover Herts, Beds Bucks and Cambs.

We are now able to offer SMEs in the eastern region the ability to market their businesses via our Let's Work Together integrated digital marketing package which includes:

- Advertising and editorial in our Insight magazine
- Newsletters
- Blog posts
- ConneXions webinars
- Email
- Twitter
- LinkedIn promotion
- Video content in the magazine and on the website
- YouTube
- Website advertising



In addition, we can offer specialised website promotion via our focused expert pages.

These would be suitable for a wide range of professional services companies in accountancy, legal, HR, financial services, property services, corporate finance, IT, marketing, and insurance amongst others.

For more information contact our marketing team on **0330 9002 777**



Financing my business

Ian Taylor is a highly experienced business advisor and financial professional, with more than 30 years of experience in senior executive roles with Barclays and BNP Paribas.



In this article we explore the various methods of finance that exist within the UK market for Business to expand and grow. The UK has a well-established security structure and legal framework that is very supportive of Business to raise finance. That said, over the years there has been a marked increase in so called “Asset Based” lenders following in the footsteps of the US market.

The market is no longer dominated by the main clearing banks such as Barclays, HSBC, Lloyds, and Nat West. Secondary and Alternative lenders have gained a major foothold in the market which has made raising funding a lot easier yet can make the available options confusing. We see more and more Business these days approaching a Broker who has access to whole of market to help them decide on the best financing solutions for them. We have established links through Ian Taylor – biz4Biz Associate if you need an introduction.

There are several common finance methods for businesses in the UK. Here are some of the most popular ones based on an established legal system and methods of providing collateral for a borrowing:

Bank Loans: Traditional bank loans are a common method of financing for businesses with repayment from 1 year to 25 years depending on the life of the asset. The key is the life of the asset where long-term assets should be matched by long term borrowing. These loans typically require collateral in the form of property or chattels (Plant and Machinery) and have fixed repayment terms, including interest rates if required. As there is a longer-term risk, the Interest rates tend to be marginally higher than for, say, an Overdraft Limit.

Asset Financing: As in point 1 above, Asset financing involves using assets, such as machinery, equipment, or vehicles, as collateral to secure a loan or lease. This method allows businesses to access funds while still using the assets for their operations. This affords the business the opportunity to own the asset at the end of the loan or just to lease it for ongoing operations. There are many specialist asset finance lenders in the market that solely assess the asset for its security.

Business Overdrafts: Overdraft facilities provided by banks allow businesses to withdraw more money than they have in their accounts, up to a certain limit and, against short term assets such as book debts. That is not always the case, and a Bank can provide a business with “In case of need” Overdraft facility and this will be based on the profitability and shareholder value (Net Tangible Assets). Interest is charged on the amount overdrawn and accrued daily. As it is a short-term risk, the interest rates generally are lower. Equally an Overdraft Limit should not normally be more than 15% of annual turnover.

Invoice Financing: Also known as invoice factoring or invoice discounting, this method involves selling unpaid customer invoices to a finance company. The finance company provides a percentage of the invoice amount upfront, normally 85%, and collects the full payment from the customer later, minus a fee. However, the most common form of Invoice Discounting is called “Confidential Invoice Discounting”. This is the most favoured as the business retains control of the client communication and relationship and simply achieves funding against the entire Debtor book at a given time. Again, this is usually 85% prepayment and fees/interest are debited monthly. To evidence control, the Lender will stipulate a designated account for the Invoice proceeds to be paid into. Systems involved today are very digitally driven and there are many lenders in the market to choose from.

Equity Financing: Equity financing involves selling a portion of the business to investors in exchange for capital. This can be done through private equity firms, venture capitalists, or by issuing shares through an initial public offering (IPO) on a stock exchange.

Crowdfunding: Crowdfunding platforms allow businesses to raise funds from many individuals, typically through online campaigns.

It can be reward-based (contributors receive a non-financial reward) or equity-based (contributors receive shares in the business). Government Grants and Loans: The UK government offers various grants and loans to support businesses, particularly in specific sectors or for startups and innovation. These funds can be accessed through government programs and initiatives. Depending on the type of grant, there could be a liability to pay Corporation Tax later.

Angel Investors: Angel investors are high-net-worth individuals who provide capital to early-stage businesses in exchange for equity. They often bring industry expertise and mentorship along with their investment. biz4biz.org/business-angels

Peer-to-Peer Lending: Peer-to-peer lending platforms connect businesses directly with individual lenders who are willing to provide loans. The process is typically facilitated through an online platform, bypassing traditional banks.

The key for any business is to access the cheapest form of funding first and then work upwards based on the purpose of borrowing and the Return on any Investment.

In order of cheapest to most expensive:

- Trade Creditors. Wherever possible gain the maximum amount of credit from your suppliers as you can and ideally more credit than you give to your customers.
- Overdraft to fund working capital.
- Invoice Discounting to fund working capital.
- Term Loan to fund Assets.
- Asset Finance to fund plant machinery / cars etc.
- Peer-to-Peer / Crowdfunding type opportunities
- Equity to support acquisition or growth. This is the most expensive form of debt as you are giving up a percentage of the future value of the business.

As detailed above, there are also many professionals in the UK that are well versed to support you find the right funding solution. Again, this can be a difficult decision so that is why we here at biz4Biz are ready to support you in having a discussion on raising finance.

**Ian Taylor ACIB
biz4Biz Associate**



biz4Biz AWARDS 2023

Some of the biggest and brightest names in business came together at Tewinbury Farm in July for a glittering night to mark the fifth biz4Biz Awards gala evening.

Universally recognised as the Hertfordshire Business Awards, the event was hosted by the popular TV broadcaster and 2009 Strictly winner Chris Hollins, and the evening saw a full 18 categories announced - including the prestigious business of the year award sponsored by headline sponsor Barclays.

It was CU Phosco, based in Great Amwell, which proved to be the pick of the entrants claiming no less than three awards. They are the longest established lighting group in the UK and can be seen far and wide on roads, motorways, airports, ports, and shopping centres throughout the world. Their Best Family Business, Made In Herts and Business of the Year titles came in their 100th anniversary year.

Commenting on the event, biz4Biz chairman and founder Adrian Hawkins OBE said: "Tonight has shown us that the Hertfordshire business world has the ability to rise to the current challenges that we face but that both customers and staff are also put front and centre of all thinking when it comes to operation and future planning.

"We have witnessed many examples of best practice and each of the winners tonight have proven they are worthy contenders as their strength and resolve in business have been well and truly proven. To them and all our finalists this evening I say a hearty well done.



"This county truly is a powerhouse, there is so much remarkable work going on here, so much forward thinking in all sectors and I am just proud that biz4Biz could organise such an event and create the chance to say well done for all our finalists and worthy winners.

The charity on the night was the Essex and Herts Air Ambulance and Lyndsay Wood, corporate fundraising manager for the

organisation said: "It was such an honour to tell more than 350 people from more than 70 businesses about our work - they were so generous in their support of our life saving charity and we are delighted to have raised £7,000 with auction proceeds still to come."

For further details of this event and for information about 2024 call 0330 9002777 or email secretariat@biz4biz.org.

FINALISTS & WINNERS

BEST ACCOUNTANCY SERVICES PROVIDER

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- Hour Hands
- **Myers Clark**
- Pomroy Associates
- Shield Accountancy
- Wilder-Coe

BEST APPRENTICESHIP

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- **Hertfordshire Building Control**
- iSalesAcademy
- MCP Property Services Ltd
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- Garden House Hospice Care
- Herts Independent Living Service
- Home-Start Hertfordshire
- Isabel Hospice
- Jackie's Drop In
- Mason Navarro Pledge
- Stevenage Football Foundation
- **The BRE Group**

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- Best Start Human Resources
- **Extrastaff Ltd**
- Lumina Technologies
- Recruitment Index Ltd
- Redway HR
- Smart 10

BEST FAMILY BUSINESS

Sponsored by



- **CU Phosco Lighting**
- Gatwards Of Hitchin
- MCP Property Services Ltd
- Tewinbury Farm
- West End Barns
- W J Rowe - Fish & Chips

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- Debenhams Ottaway
- FOSTERS Legal Services Ltd
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BEST MARKETING SERVICES PROVIDER

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- Launch Studio
- Mather Marshall Estate Agents Knebworth
- Midnight Blue Marketing
- Wirebox

BEST SMALL BUSINESS AWARD

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- **CHEXS**
- Hour Hands
- Launch Studio
- Mather Marshall Estate Agents Knebworth
- Sunshine Gardens-Baldock
- West End Barns

FINALISTS & WINNERS

BEST SUSTAINABILITY & ESG

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- **Flamingo Horticulture**
- Garden House Hospice Care
- JPA Workspaces
- Mama Bamboo
- MCP Property Services Ltd
- Reswirl
- Surreal Estate
- The BRE Group

BEST TECHNOLOGY SERVICES PROVIDER

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- Intelligent Fabric Tech
- Lumina Technologies
- Office Fox
- Protech-Solutions
- **Wirebox**

BUSINESS SERVICES OF THE YEAR

Sponsored by



- Cariad Marketing
- Extrastaff Ltd
- Hertfordshire Building Control
- JPA Workspaces
- Launch Studio
- **Mason Navarro Pledge**

LARGE BUSINESS OF THE YEAR

Sponsored by



- CU Phosco Lighting
- Extrastaff Ltd
- Flamingo Horticulture
- **Herts Independent Living Service**
- JPA Workspaces
- Mason Navarro Pledge

MADE IN HERTS

Sponsored by



- **CU Phosco Lighting**
- Mad Squirrel Brewery
- Puddingstone Distillery
- Surreal Estate
- Tracy's Treasured Keepsakes
- West End Barns

NEW BUSINESS OF THE YEAR

Sponsored by



- Mama Bamboo
- Naturally Organic
- Recruitment Index Ltd
- The Sheldan Inn
- **Tracy's Treasured Keepsakes**

SME BUSINESS OF THE YEAR

Sponsored by



- Cariad Marketing
- **Hour Hands**
- Lumina Technologies
- Mather Marshall Estate Agents Knebworth
- Redway HR
- The Rigging Team
- W J Rowe - Fish & Chips

BIZ4BIZ JUDGES' AWARD

Sponsored by



- Selected by the Judges
- **Puddingstone Distillery**
 - **iSales Academy Limited**
 - **Tewinbury**

BUSINESS OF THE YEAR

Sponsored by



- Selected by Barclays assisted by the Judges
- **CU Phosco Lighting**

AWARDS WINNERS

BEST ACCOUNTANCY SERVICES PROVIDER

MYERS CLARK

Established in 1912, Myers Clark is one of the largest independent firms of Chartered Accountants in Watford. They are a growing team, with a Watford HQ at the helm and a remote team all around London and the south east. Judges were impressed by the way in which they act as a like minded partner for businesses who can drive the financial strategy and keep clients accountable to their goals.



BEST APPRENTICESHIP

HERTFORDSHIRE BUILDING CONTROL

Hertfordshire Building Control (HBC) provide a complete local authority statutory building control approval service. They have the largest team of qualified surveyors in the county - working in collaboration with local builders, architects, and agents. As part of their scheme, which is open to all, apprentices learn alongside experienced building control surveyors.



BEST CORPORATE SOCIAL RESPONSIBILITY

THE BRE GROUP

BRE is a world leading, multi-disciplinary, building science centre with a mission to improve buildings and infrastructure, through cutting-edge research and knowledge generation. BRE maintains a range of products, services, standards and qualifications that are used around the world to bring about positive change in the built environment.



BEST EMPLOYMENT SERVICES PROVIDER

EXTRASTAFF

Extrastaff have been previous winners at these awards and they have risen to the top again this year as they have transformed from a recruitment business to a technology driven recruitment solution. Having doubled in size in the previous two years judges were impressed with their development.



BEST FAMILY BUSINESS

CU PHOSCO LIGHTING

Celebrating 100 years of trading this year, CU Phosco lighting is a family owned and run business based in Great Amwell, Ware. CU Phosco Lighting is the longest established lighting group in the UK, manufacturing exterior lighting luminaires, floodlights, columns, and masts. Their products can be seen on roads, motorways, airports, ports, shopping centres, housing estates and stadiums throughout the world.



BEST FINANCIAL SERVICES PROVIDER

SCALA FINANCIAL SERVICES

Scala Financial services was formed in 2014 and pride themselves on being a family run and family focused business, forging strong relationships with local estate agents. They have earned a reputation for taking the stress away from their clients when they are looking at ways to finance their new homes. Scala also works with existing and new clients to ensure they are on the most competitive rate for their mortgage whilst also ensuring all clients are fully insured should anything happen that would impact on theirs or their loved ones lives.



BEST LEGAL SERVICES PROVIDER

TOLLERS

Judges were impressed by Tollers and the legal services they offer to the communities they serve. An ambitious law firm, for more than 145 years Tollers has served 'for business' and 'for you' covering a geographic footprint of Hertfordshire, Northants and the South Midlands.



BEST MARKETING SERVICES

CARIAD MARKETING

Cariad Marketing is a multi-award winning digital marketing agency based in Hertford. Their 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, they work as a virtual marketing department for medium-sized businesses throughout Hertfordshire and London.



BEST SMALL BUSINESS

CHEXS

CHEXS works with disadvantaged, underperforming school-age children to improve their wellbeing, skills, and aspirations, addressing barriers stopping them from achieving their potential. CHEXS helps the whole family address the issues underlying a child's challenges by raising parents' ability to communicate with their children, improving family relationships and supporting child development.



BEST SUSTAINABILITY AND ESG

FLAMINGO GROUP

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 their own farms in Kenya and Ethiopia and a trusted network of global partner suppliers.



BEST TECHNOLOGY SERVICES PROVIDER

WIREBOX

Wirebox is a digital agency specialising in bespoke software, database development and mobile app development. Judges were impressed by the fact that they started little over 10 years ago, and they've gone from strength to strength. Based in Hertfordshire, they develop apps, small websites, and large software development projects for larger clients



BUSINESS SERVICES OF THE YEAR

MASON NAVARRO

MNP are consulting structural and civil engineers, founded in Hitchin in 1999. Judges were particularly impressed by the way in which they supported their local community, having a positive impact on society, through sponsorship of local rugby teams, fundraising, STEM activities for young people, and considering low carbon and sustainable building materials in their work.



LARGE BUSINESS OF THE YEAR >£3M

HERTS INDEPENDENT LIVING

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. They now provide 17 unique services from five sites, with a fleet of 70+ vehicles and 250 team members.



MADE IN HERTS

CU PHOSCO LIGHTING

It's double delight for CU Phosco lighting as a true Herts business, based in Great Amwell, Ware. They are the longest established lighting group in the UK and as we already know they can be seen far and wide on roads, motorways, airports, ports, shopping centres throughout the world.



SME BUSINESS OF THE YEAR <£3M

HOUR HANDS

Hour Hands is a team of bookkeepers, personal assistants and experienced administrators which goes above and beyond to provide excellent service. Working with consultants, SMEs, and high net worth individuals they deal in the most precious of commodities, time. By reconciling receipts, cleaning email data, finding the missing 50p on a million-pound balance sheet, producing spreadsheets, presentations, reports, they give back not only time, but also peace of mind.



NEW BUSINESS OF THE YEAR

TRACY'S TREASURED KEEPSAKES

Tracy's Treasured Keepsakes create keepsake bears, cushions and blankets from clothes that hold sentimental value, whether it be those outgrown baby clothes, school or work uniform or clothes that belonged to a loved one. Judge's were touched by their expertise in creating memorial keepsakes for grieving families.



JUDGES AWARDS

PUDDINGSTONE DISTILLERY

Ben and Kate Marston made a leap into the unknown nine years ago when they established the region's first small batch gin distillery. They are now famed for their campfire gin but also are winning more and more plaudits, including this evening, for Puddingstone and their mindfulness of community and the environment.



ISALES ACADEMY LIMITED

iSales Academy have been delivering excellence in apprenticeship training since 2017. Specialists in sales, marketing, digital and leadership training, they are passionate about customer experience. Judges saw that their mission is to deliver high-quality, innovative apprenticeships and bespoke training programmes and to work in close partnership with employers of all sizes.



TEWINBURY

So much more than a hotel - judges were wowed by all that is offered from restaurants to rooms and everything in between. Hosting is what they do well and whether it is live music, street food or a seasonal event, Tewinbury is among the best in the business.



BUSINESS OF THE YEAR CU PHOSCO LIGHTING

What an amazing way to mark a 100th birthday - this is the year that CU Phosco lighting reach their ton and they have swept the board here tonight to claim the business of the year category as well. A Herts based company which is truly family owned and which manufactures for the world, they are our deserved overall winner this evening.



AWARDS SPONSORS

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.

Best Accountancy Services Provider, Best Employment Services Provider, Best Financial Services Provider, Best Legal Services Provider, Best Technology Services Provider, 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



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.



Best Small Business

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 hello@amazingapprenticeships.com



Business Services of the Year

George Hay Chartered Accountants are a medium sized firm of independent Chartered Accountants and business advisers operating in Hertfordshire, Bedfordshire and Cambridgeshire, that have been providing bespoke, value-led solutions to businesses and private clients nationwide for over 85 years.

We offer a comprehensive suite of accountancy, tax, and audit services, expert advice, and sector-specific support spanning a range of industries. We also operate a payroll bureau, and offer an outsourced bookkeeping solution, designed to eradicate your frustrations about financial administration and to save you time. We pride ourselves on our professionalism, progressiveness, and

the respected client relationships that we cultivate. We have worked with many developing and fast-growing businesses over the years and have been with many of them since they first started out. We are committed to working with our clients to understand the characteristics of their business and we provide ongoing support, tailoring our services to match their needs as they evolve and grow.

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.



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



Best Family Business

Longmores Solicitors is honoured to sponsor the Best Family Business award as a firm whose own origins were as a family business.

Family businesses underpin the local and national economies and as they pass from one generation to the next they become integral to our communities by delivering great products and services and employing Hertfordshire residents. We are fortunate to work with many Hertfordshire-based family businesses some of whom we have acted for across

the generations. We can support them with their constitutional matters and governance, commercial contracts, advice about employing staff, dispute resolution, acquisition and growth, succession arrangements, wills and wealth preservation.

The strong field of entrants always makes judging the awards inspiring and challenging but it is the very diversity and strength of these businesses that is critical to the prosperity of our county. Congratulations to all the finalists and winners.

MORGAN SINDALL

CONSTRUCTION

**Best Sustainability
& ESG**

Morgan Sindall Construction is a UK Contractor with a network of local offices, including here in Hertfordshire's Welwyn Garden City.

Our purpose is to create inspiring places that enhance the communities in which we all live, learn, work, play, care and protect. Project capabilities cover the entire range of construction activities, from refurbishing and decarbonising existing buildings, to major new build landmark schemes delivered as standalone projects or as part of larger regeneration programmes. The company operates across the public and private sectors to deliver the social infrastructure around us – from schools,

universities, hospitals, offices, and leisure and arts facilities. Our vision is to be the most sought-after and sustainable business in our industry and locally here in the Northern Home Counties, strengthened by our investment in regeneration schemes that deliver long-term growth whilst leaving lasting legacies for the communities in which we work. With projects on site here in the county, including the University of Hertfordshire's SPECS Building and Hertfordshire County Council's first net zero carbon school, Buntingford First School. Sustainability and ESG are part of our DNA and takes centre stage as our purpose too.



**ROTHAMSTED
RESEARCH**

**Best Marketing
Services Provider**

Rothamsted Enterprises is home to Rothamsted Conference Centre and Rothamsted Manor, sustainable events venues 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, so each

cup of coffee, meeting room, or event booked, helps to support this cause. Our Conference Centre offers a range of meeting rooms from 2 to 300 people, with recently upgraded audio visual equipment and excellent day delegate rate packages. Our Grade 1 listed Manor House is perfect for corporate team building days as well as special events such as weddings, birthday celebrations and private dinners. Get in touch with our team to discuss your event on 01582 938500 or email info@rothamstedenterprises.com.

Stevenage
BOROUGH COUNCIL

Made in Herts

Stevenage Borough Council are keen to ensure your start-up or scale-up business has access to the latest knowledge and intelligence, specialist advice and support services.

We provide you with a single point of contact to 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 or visit www.investinstevenage.co.uk for further information on business support.





**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, Bedfordshire, Northamptonshire and beyond.

Tollers opened its Hertfordshire operation in 2014 and the firm has expanded rapidly in the region over the last 9 years, including moving into state of the art offices at Arlington Business Park in Stevenage in March 2020. The firm are fully committed to Hertfordshire

and are proud to be a part of the local community.

Toller's '**For Business**' services include:

- Corporate;
- Commercial;
- Commercial Property;
- Employment;
- Dispute Resolution;
- Insolvency.

Tollers '**For You**' provides advice with:

- Buying/Selling properties;
- Family law;
- Wills, trusts and estate planning;
- Probate/Administration of estates;
- Contesting wills;
- Court of Protection;
- Personal injury.



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!

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.

PROGRAMME SPONSORS



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



Hashtag Digital Media is the publishing company at the cutting edge producing interactive digital magazines and print titles for sporting events and major organisations.

Our digital publications allow customers to access a traditional printed magazine experience but with a host of added digital benefits for you.

A digital interactive title is a fantastic tool to provide information about your organisation. A magazine distributed via powerful social media channels gives vastly greater reach and new ways to promote your message and also your sponsors and advertisers.

With no cumbersome print deadlines we can have your publication ready well ahead of any big event. Our team of writers and designers can work with you with bespoke copy or we can digitise your own editorial and designs to produce an interactive digital title which will set you ahead of the pack.

A digital magazine or brochure is the answer to the increased cost of print and distribution. With rich media such as video and embedded content we can talk directly to your increasing digital customer base, provide live links to advertisers and transactional pages online and track all the data to show the success of your campaign.



AWARDS CHARITY



Proud supporters of

Essex & Herts Air Ambulance

Your local life-saving charity

Charity Number: 1108989



Essex & Herts Air Ambulance (EHAAT) was thrilled to have been selected as the charity partner for this year's Biz4Biz Hertfordshire Business Awards, which took place at Tewinbury Farm, on Friday 7 July.

As a charity without government or National Lottery funding, EHAAT relies heavily on the generosity of the people, businesses and communities it serves across Essex and Hertfordshire to ensure it can continue to keep its life-saving hospital emergency medical service flying.

Following a successful evening of fundraising, we are pleased to announce that the Biz4Biz event raised £4,022 for EHAAT, thanks to the goodwill

of the Biz4Biz management team and all those who attended the awards evening. We are so grateful to all of you who brought raffle tickets, made donations, bid on the silent auction and took part in the donation draw – thank you once again for your support. This total doesn't include the silent auction which is yet to be added to the final amount.

It is a very exciting time for Essex & Herts Air Ambulance. This year sees us launch our Centre for Excellence, led by a team of clinicians working collaboratively to improve health outcomes from illness and injury by striving to reach the highest possible standards in per-hospital clinical care through research, innovation and

education. And as we move into next year, we are preparing for the delivery of our second fully-owned AW169 air ambulance helicopter, which will be medically kitted out and ready to fly from Spring 2024.

And for now, we can't thank Adrian and the Biz4Biz team enough for choosing to support Essex & Herts Air Ambulance at this year's awards, and for giving us the platform to update everyone on our life-saving work, whilst fundraising for your local air ambulance charity.

If you would like to find out more about partnering with us, or exploring ways a charity partnership can enhance your business, please do get in touch by emailing corporate@ehaat.org



GEELY | Renault Group

New Renault-Geely engine firm to have headquarters in UK

Geely Automobile Holdings and Renault Group have teamed up to launch a new powertrain technology company that it is believed will be headquartered in the UK.

The business is aiming to become the global leader in developing, manufacturing, and supplying best-in-class hybrid powertrains and highly efficient ICE powertrain and it is thought it could bring 19,000 jobs to its 17 engine factories along with research and development hubs. Aramco, which signed letter of intent with

Renault and Geely on March 2, 2023, is evaluating a strategic investment in this new powertrain technology company. Aramco's investment would support the growth of the company and contribute to key research and development across synthetic fuels solutions and next-gen hydrogen technologies. Synthetic fuels including e-fuels, and hydrogen are part of the solution for decarbonation in the automotive industry, including for the ICE vehicles on the road today.

The joint venture will be jointly led by Renault Group and Geely, with equal

“Facing today’s automotive challenges, no one can claim to have all the solutions, alone. Coming up with breakthrough innovations requires to combine expertise and assets. When it comes about the global race for decarbonizing road transports, there is no time to lose, and it will not be business as usual.”

Luca de Meo, CEO Renault Group

board members to formulate and execute strategies and set the direction for the joint venture. The initial organization will secure the continuity of the business with two operational centers in charge of the respective operations: Madrid for Renault Group and Hangzhou Bay for Geely. An executive team will be based in the headquarters of the new company in the UK, to consolidate operations, build on synergies, and define future plans.

Renault Group and Geely will transfer Intellectual Property to the operational centers enabling them to be fully autonomous in developing future powertrain technologies capable of addressing all market expectations. The new joint venture's complementary product portfolio and regional footprint could offer solutions for 80% of the global ICE and hybrid market. At launch, the new

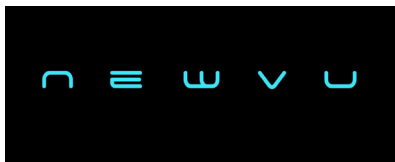
company is expected to supply multiple industrial customers including Renault Group, Geely Auto, Volvo Cars, Proton, Nissan, Mitsubishi Motors Company, and PUNCH Torino. In the future, the joint venture will be capable of providing end to end solutions in powertrain technologies to third-party car brands and will welcome partners to further strengthen the value chain.

Subject to applicable laws and regulations, Geely Auto and Renault will enter into a long term procurement agreement from the joint venture for ICE, hybrid and plug-in hybrids powertrains (engine and transmissions) for passenger vehicles. In addition, Renault will procure powertrains from the joint venture for light commercial vehicles as well as the development of hybrid batteries.

“We are pleased to be embarking on this journey to become a global leader in hybrid technologies, providing low-emission solutions for automakers around the world. We are looking forward to working with Luca de Meo and his Renault team.”

**Eric Li, Geely Holding
Group Chairman**





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www.biz4biz.org/insight-magazine



Why is your company's credit score important?

If you need to access funding and you're unaware of your credit score then a low score could cause you to incur additional costs. The good news is that something can be done to improve your score as set out below.

Take a simple example: say you borrow £250,000 over five years at an interest rate of 4%. The total repayments amount to £276,247. At 15% interest, the repayments would amount to £356,848. An extra amount of £80,601.

So, here are some of the other advantages of having a good credit score.

- A low score it is likely prevent your suppliers securing trade insurance.
- Improve your ability to negotiate terms including personal guarantees.
- You may struggle to tender for new work where credit scores become part of the tender process.
- Improving your score will enable

"If you need to access funding and you're unaware of your credit score then a low score could cause you to incur additional costs.

The good news is that something can be done to improve your score."

you to negotiate favourable supplier terms thus reducing your costs.

- So how can I help to increase your credit score?

The first thing is to check it. Where this is low i.e. below 50 points, we need to

prepare a plan to improve it so as to facilitate funding or take advantage of the benefits above.

- Identify risks and opportunities within your score.
- Examine working capital and ascertain if you can service your existing commitments. Where is the cash going? Examine cash outflows and explore scenarios alongside the medium to long term goals for your business.
- Look any operational or capital expenditure required.
- Finally have an action plan and set out forecasts to deliver to potential funders.

So, if you are going to be raising external finance or wish to enhance your credit score please do contact me at awatkin@assyntcf.co.uk or on 07860 898452 to arrange a complimentary meeting where I can help you to identify opportunities and how I can help.



Andrew Watkin is the founder and owner of Assynt Corporate Finance Limited (www.assyntcf.co.uk) - a new generation of advisory chartered accountancy practice. Assynt is a member of The Corporate Finance Network, whose member firms are recognised as being the experts in smaller company finance transactions.

Maximising opportunities of funding and finance for innovative businesses



Maximising opportunities of funding and finance for innovative businesses

The funding and finance landscape for innovation-driven businesses is ever changing. What opportunities are out there today beyond grant funding that could support businesses to grow at pace and scale?

Funding and Finance for Innovation and Growth

Innovate UK's business growth service, Innovate UK EDGE hosted an event in June 2023 at the University of Hertfordshire's Enterprise Zone, where delegates received information about a range of finance solutions for businesses, from Investor Partnerships to Innovate UK's Innovation Loans to Knowledge Transfer Partnerships and more.

"Our With over 25 years of experience, we have meticulously developed our PRISM service packages to offer optimal value to businesses based on their unique needs and stage of growth."

Arun Muthirulan, Investment Specialist and Member National Investment Readiness Group for Innovate UK EDGE delivered an elevator pitch to delegates regarding Innovate UK's Investor Partnerships. This programme brings together Innovate UK's use of grant funding, and investor partners' aligned funding and expertise. Arun also shared insights on Innovate UK's Innovation Loans, which are for businesses performing later stage R&D with a clear route to commercial success.

Local support for innovative businesses

As part of an ecosystem of support, Pete Gooden, Head of Innovation at University of Hertfordshire delivered an elevator pitch on the University of Hertfordshire's designated University Enterprise Zone, including collaborative R&D projects such as Knowledge Transfer Partnerships, access to state-of-the-art facilities and equipment, and a Business Incubator supporting 140 start-ups. This support is designed to be responsive to priority sector needs. Interested? Contact be@herts.ac.uk.

Vicki Savage, Innovation Partner – East of England for the Defence and Security Accelerator (DASA) explained their business support services on offer, which help fund innovators commercialise their ideas so that they are business ready to

enter the defence and security supply chain. Get in touch with DASA if you're interested in their funding opportunities at www.gov.uk/dasa.

Take the next step today

Like what you hear? Due to the success of the June event, Innovate UK EDGE will be delivering another finance and funding event on 28th September 2023, to help businesses understand more about the ever-changing funding and finance landscape. If you would like to find out more about the support available to you, or register your interest in the event email enquirieseast@innovateukedge.ukri.org.



MEET THE NEW biz4biz MEMBER

Surreal Estate

Hello everyone, it's a pleasure to connect with you all as fellow members of the Biz4Biz network! Thanks for having us! We are Surreal Estate, a new local business that has been created to build highly energy efficient, climate resilient homes, across the district, that are fit for the future. Our company was born out of a burning desire to change the status quo of the construction industry, against a backdrop of climate complacency. The approach we have today, the systems, strategies, and techniques, are antiquated, and do not respond in any way to the current global climate emergency.

Surreal Estate has been created to change that, and, to date, we are achieving our goal. But there is so much more to do! After all, it will take more than just us to save the planet! The UK needs to start building climate resilient, future-proofed homes that meet the net zero ambitions of today whilst leaving a positive built legacy for future generations. Any home that is constructed now is likely to still be in use for at least 100+ years, so everything we do now has a huge future impact. Every time a new gas connection is made for a new property, we lose 100 years of energy provision by renewable systems.

"Our company was born out of a burning desire to change the status quo of the construction industry, against a backdrop of climate complacency. The approach we have today, the systems, strategies, and techniques, are antiquated, and do not respond in any way to the current global climate emergency."



Couple this with the more usual traditional brick construction, as opposed to highly efficient offsite techniques, and you end up with another carbon debt being loaded onto the environmental credit card for future generations to clear down. We threw all the old stuff out and have a different approach. We knew that if we could do this as a small start-up business, then anyone can. It's great to write about the houses we are building, but it's better to see them for real. Do let us know if you'd like to pop over for a tour at some point. Of course, we are only on our first project and Net Zero won't be easy, but the journey is more important than the destination. Let's get started. Welcome onboard!

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WHERE AMAZING COMES HOME

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MEET THE NEW bIZ4BIZ MEMBER

Lumina Technologies

According to the United Nations, small-medium sized businesses make up 90% of all global businesses and provide 60% of the world's employment – they are described as the 'economic lifeblood' of every community.

This is why Lumina prioritises safeguarding them from preventable threats like cybercrime, reputational damage, or systems failure.

Our Managing Director, Richard McBarnet, founded Lumina in 1998 with the goal to provide enterprise stability to small-medium businesses. With our risk expertise and reliable IT solutions that just work, we secure and protect a business's

"Our With over 25 years of experience, we have meticulously developed our PRISM service packages to offer optimal value to businesses based on their unique needs and stage of growth.

infrastructure, staff, and data – ensuring they have strong stability.

Our technical management team focus on building strategic relationships with all our clients, and our award-winning helpdesk that has adopted a 'service first, technology second' ethos, are always there to deliver a white glove service to IT users.

With over 25 years of experience, we have meticulously developed our PRISM service packages to offer optimal value to businesses based on their unique needs and stage of growth.

Our packages range from helping small businesses in their start-up phase, all the way up to enterprises who may have complex security, technical or compliance requirements.



Lumina
TECHNOLOGIES

Recruitment

Social Media Assistant – Part Time 10am to 2pm – Working from Home

We currently seek a self-employed assistant to support our Social Media team as our business expands.

The hours are flexible and to suit the arrangements at home. We seek individuals with a good knowledge of Facebook, Instagram, LinkedIn, Google, TikTok and Twitter.

For further details contact secretariat@biz4biz.co.uk

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Advertising Sales Representative – Part Time 10am to 2pm – Working from Home

We currently seek a self-employed assistant to support our Advertising Sales team as our business expands.

The hours are flexible and to suit the arrangements at home. We seek confident individuals with a good knowledge of Advertising Sales.

For further details contact secretariat@biz4biz.co.uk

biz4Biz

Employer Engagement Executive x2

This is a great opportunity to contribute to a dedicated project of strategic workforce development within Hertfordshire. You will be an Employer Engagement Executive working as part of a highly motivated, focussed Business Development team.

www.nhc.ac.uk/discover/about-us/work-for-us



Finance Committee Chair

Our governors play a vital role in the success of the Hart Learning Group (HLG), proving a wealth of experience from across different social and professional backgrounds to ensure the group is well-run and high-achieving. We're currently looking to build our Governance team – could you be part of the future of HLG?

www.nhc.ac.uk/discover/about-us/work-for-us



Join the George Hay team

We have a range of opportunities, from apprenticeships to qualified senior roles.

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MEET THE NEW biz4biz MEMBER

Myers Clark



We're not just not your standard high street accountants, we believe we are a support network for SME's who are ready to get on the path to achievement. We are serious about you and your ambitions.

At our company, we partner with clients who are dedicated to achieving their business goals. We understand that sometimes they can feel overwhelmed, so we offer ourselves as a sounding board for their decisions. We share their level of commitment and are fully invested in their long-term success. We will support them every step of the way, providing guidance and holding them accountable for their goals. Our approach is relationship-based, not transactional.

We strive to be a valuable business partner, providing financial insights and support that our clients may have never had before.

It is those clients who will have nominated us for the Biz4Biz Best Accountancy Provider for 2023. Winning on the night which was so exciting for us. We feel humbled to be recognised for the work we are doing with SME's across industries. Receiving the award has provided us with an additional incentive to collaborate with businesses, individuals, and charities that share our values. If you have a successful business and are determined to achieve your goals have a look at how we work. www.myersclark.co.uk



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