



Blue sky thinking

All eyes on COP26

Paris
Glasgow
Aberdeen

Energy transition

Investment and infrastructure
Innovation
Skills

The journey to net zero

How will we achieve
the target?



COLIN LAWSON

Transport

Carbon neutral, the road continues

As the first carbon neutral transport company in North-east Scotland, Colin Lawson Transport has embarked on a number of projects that will see the company avoid unnecessary pollution of the environment. It is an important part of our CSR policy and clients will be reassured to know we are working hard to mitigate negative impacts on the planet and remain a carbon neutral business.

**Colin Lawson Transport
in it for the long haul.**

Call us today on

01224 216360

for all your haulage requirements

Crawpeel Road, Altens,
Aberdeen AB12 3LG

www.colinlawsontransport.co.uk



Colin Lawson Transport
audited and verified
CARBON NEUTRAL



Aberdeen & Grampian Chamber of Commerce

The Hub
Exploration Drive
Aberdeen Energy Park
Bridge of Don
Aberdeen
AB23 8GX

T 01224 343900
E info@agcc.co.uk
www.agcc.co.uk

Affiliated Chambers
Moray

Bulletin Team



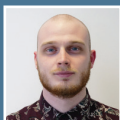
Editor

Laura Grant
T 01224 343926
E business.bulletin@agcc.co.uk



News features

Graeme Smith Media
T 01224 275833



Design & production

Andrew Taylor
T 01224 343934
E production@agcc.co.uk



Editorial support

Michelle Walker
T 01224 343907
E michelle.walker@agcc.co.uk



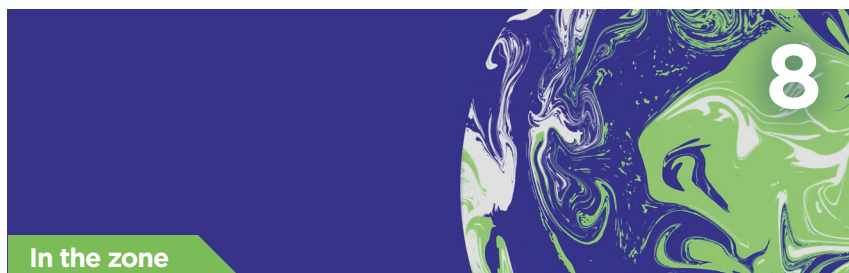
Cody Mowbray
T 01224 343936
E cody.mowbray@agcc.co.uk

December's theme
Innovation &
Entrepreneurship

Contents

NOVEMBER 2021

Focus on **COP26**



8

In the zone



16

Zero to hero



24

No single solution, innovation is the answer

Regulars

PAGE |

HOT TOPIC	12
Members thoughts on a burning issue	
WORD OF ADVICE	23
Top tips from a local expert	
POLICY UPDATE	33
Shane Taylor, AGCC	
TRAINING CALENDAR	34
Upcoming courses	
BUSINESS LESSONS I'VE LEARNED	41
Lisa Mitchell, STATS Group	
INTERNATIONAL UPDATE	43
Lorraine Neish, AGCC	
EVENTS CALENDAR	46
Dates for your diary	
ON THE MOVE	48
Who is going places in the region?	



Our partners

As well as helping our member businesses to be better through a range of activities, the Chamber is committed to investing a significant amount of energy in moving forward the economic growth agenda and lobbying for change on key issues to create the conditions for success. Our regional renaissance.

Without the support of our Premier Partners, we would not be able to undertake much of the good work that we do. Their engagement is hugely valued and appreciated.

If you'd like to find out more contact our commercial director, Seona Shand on 01224 343929.

Europe's oil and gas capital, not the climate problem but very much part of the solution

COP26 will focus on the global imperative that is climate change. Setting targets is fine, but how will they be achieved?

Being at the heart of the drive to develop and deliver green energy solutions is, perhaps, a bigger and longer term economic opportunity for the region than when oil was discovered in the North Sea in the 60s.

The collective expertise, innovation and skills built up in Aberdeen during the last 60 years across operators, supply chain, universities, agencies and other partners mean we are well placed to once again be at the vanguard of innovation and change. We have the momentum and must not let the opportunity pass.

What evidence is there for these claims?

- The UK Government North Sea Transition Deal has Aberdeen front and centre of its ambition to harness the expertise of the oil and gas sector and anchor it to the UK to ensure energy security while driving the necessary change.
- For Europe to reach climate neutrality by 2050, it will require offshore wind capacity to increase from 23 GW today to up to 450 GW, with half of this capacity to be installed in the North Sea. Equinor pioneered the world's first floating wind farm off the coast of Peterhead but this was just the start. In fact, if the joint bp and EnBW ScotWind bid is successful, Aberdeen will become bp's global offshore wind O&M centre of excellence.
- Aberdeen has a vision to be a world leading hydrogen city and develop Scotland's first commercially scalable, investable, hydrogen production and distribution facility.
- The Aberdeen Energy Transition Zone (ETZ) will be built close to the newly constructed Aberdeen South Harbour and is expected to directly support 2,500 green jobs, plus a further 10,000 transition-related jobs by 2030.
- By making use of oil and gas pipelines that are already in place - offshore geology that is ideal for permanently storing carbon dioxide - the Acorn project will be a vital catalyst for the next phase of the UK's journey to net zero. And it has the potential to deliver over 20% of UK's blue hydrogen target by 2030.
- In fact, the joint venture between Storegga and Canadian company Carbon Engineering, located at St Fergus seeks to remove up to one million tonnes of CO₂ every year through Direct Air Capture (DAC). It could be the

largest DAC facility in Europe and depending on the final configuration, potentially the biggest in the world.

All of this and more is part of a projected £170bn+ investment in capital and operating activities in the UK offshore energy sector between 2021-2030, much of it located in this region or powered by companies and people based here.

A pretty compelling case then but we consistently hear the push back that this activity will not support the volume of high value jobs sustained by oil and gas.

Not so, according to the UK Offshore Energy Workforce Transferability Review undertaken by Robert Gordon University which forecast that around 200,000 people will be required by 2030 to underpin the developing offshore wind, hydrogen, CCUS as well as the vital ongoing oil and gas activities in the UK offshore energy sector. This compares to around 160,000 people directly and indirectly employed in the UK offshore energy sector in 2021.

And it's fascinating to observe the shift in focus of these roles. Currently 80% are engaged in traditional oil and gas but within 10 years 65% of them will be in low carbon energy.

But as we embark on this exciting and vital journey, we must not forget that we are in transition; with a responsibility to maintain our country's energy security. Ensuring our homes are warm, lights on, the goods we all consume coming off production lines and keeping our country moving.

This isn't all about this region's pivotal role in energy transition though. We too have ambitions to be a net zero place. In 2020 Aberdeen became the second city in the world after Houston to form a partnership with bp to help the City Council achieve its Net Zero Vision and become a climate positive city. Something that will require businesses from every sector and all of our residents to play their part.

The Chamber has just embarked on a pilot programme of climate emergency and carbon literacy training for SMEs, building their resilience and helping them to adapt to operating in new ways to reflect the fast changing environment.

Aberdeen. A climate positive place. A net exporter of net zero.



Russell Borthwick
chief executive



Help the vulnerable with unused electrical goods

ABERDEEN & Grampian Chamber of Commerce members are being invited to help the environment and the community by donating their old electricals.

A new electrical waste collection service in Aberdeenshire aims to collect 10,000 unwanted electrical items by providing 2,500 refurbished electricals for residents.

Businesses are being asked if they can work with the North-east charity Stella's Voice to organise an amnesty day or week for the donation of unwanted electricals.

Stella's Voice provides care, education and jobs which protect the world's most vulnerable from human traffickers.

Interested businesses are being asked if they can arrange to have all unused small appliances and IT equipment identified and made ready for a collection by Stella's Voice before the end of November. Staff could also be encouraged to bring in their own unwanted electricals for collection from the participating businesses on the same day or week.

Stella's Voice will use any income generated by selling the donated electricals for a range of good causes. Non-reusable electricals will be recycled so the precious materials inside electricals can be turned into new products and reduce pressure on the world's natural resources.

Recent research, by the not-for-profit Material Focus, has found that UK householders are hoarding 527 million small electrical items, an average of nearly 20 per household. The problem is set to get worse as waste electricals are one of the fastest growing waste streams in the world and the UK. Instead, the majority of electricals can either be re-used or the materials contained in them recycled by being turned into anything from life-saving equipment to children's playgrounds.

If you are interested in helping, please call Stella's Voice on 0300 303 2520 and ask for Shaunnie Richards.

Salus Technical's partnership success

ABERDEENSHIRE headquartered process safety firm Salus Technical has signed a technical partnership deal with global operational risk management company ABS Consulting.

This collaboration combines Salus Technical's Bowtie Master software with ABS Consulting's robust history providing risk management solutions to industrial sectors worldwide.

Many ABS Consulting clients have already made the transition to Bowtie Master to assist in the development of its comprehensive risk management plans. The success of the partnership to date has enabled Salus Technical to expand its global footprint and branch out into different sectors, in addition to its core oil and gas customer base.

Five new customers are now on board across several geographical regions and industries including the aerospace, marine and utility sectors, as well as oil and gas. One new customer has signed up for four years, while another five companies, which have come through ABS Consulting, are also currently evaluating the product via a free trial.

Salus Technical is predicted to exceed £200k in revenue this financial year – a 75% increase on the previous year – with the ABS Group partnership contributing 15% of that figure.

As a result Salus Technical has employed both a process safety engineer, and a student placement and plans are in place to expand the partnership business model further.

Ardyne's 86 well North Sea contract

PLUG, abandonment and casing recovery specialist Ardyne has been awarded a four-year contract for the provision of fishing services for 86 wells as part of the well plug and abandonment (P&A) programme for two fields in the Northern North Sea.

The work, which is being managed out of Ardyne's Aberdeen headquarters, is underway and involves Ardyne's TRIDENT and TITAN P&A technologies, with the company having invested approximately £2.6m in brand new industry-first fully traceable (NS-1) fishing and milling tools.

The efficiencies generated by Ardyne's bottom hole assembly technologies could save more than 40 days of rig time across the two platforms, which equates to more than 300 extra downhole trips being avoided.

As well as hiring experienced staff, Ardyne is also investing in its existing workforce with the implementation of a new training scheme to allow workshop employees to grow with the company, while new trainees will also benefit from the programme.



Claire and Grant Keenan

Keenan achieves full UK coverage

KEENAN Recycling is celebrating full national coverage operating from the North of Scotland to the South of England, despite nationwide driver shortages.

The waste management company, which reduces the amount of waste going into landfill by collecting and recycling organic material, has invested over £4m in new trucks in the last 12 months, adding six new depots including London, Exeter and Manchester and recruiting around 25% more drivers.

Following this investment, Keenan plans to more than double its staff which will increase by around 230% in the next two years and invest in another 200 high-tech trucks.

Currently processing over 100,000 tonnes of organic waste each year, the company turns food waste into premium grade compost or biofuel, which generates electricity at numerous anaerobic digestion plants (ADPs) across England.

Initially set up as a garden composting business, Keenan Recycling launched its commercial food waste collection services in Scotland in 2009 before moving south of the border in 2018 and expanding across England.

As part of its increased coverage, Keenan has introduced a Driving Academy at sites in Manchester, Leeds, Guildford, Shrewsbury and Newcastle as it seeks to fill some of the 100,000 reported shortages in HGV drivers across the UK.

More than 1,000 people have applied for the Academy which includes paid-for training, a competitive salary and job security following training with Keenan. In addition, the waste management company is also offering accommodation for those who need to relocate to undergo training.

Claire Keenan, collections director, said: "We've been absolutely overwhelmed with the response to our new Driving Academy which has allowed us to place our own vehicles across the length and breadth of Britain.

"Scotland has been practising food waste legislation for seven years, and England is set to catch up by 2023. As a result of the new regulation, businesses that produce, handle or sell food will by law have to recycle leftovers or food that has gone out of date.

"Offering full coverage across the UK puts us in an ideal position to expand our services and capitalise on these new opportunities. We have plentiful experience in the changes and know how we can best work with customers to not only reduce their waste – but help save them money too."

Fugro helps connect Scottish islands to superfast broadband

FUGRO has completed the offshore fieldwork phase of a high-profile multidisciplinary contract for Global Marine which will help determine subsea routes for 16 new fibre optic cables in the Hebrides and the Orkney and Shetland Islands.

The diverse survey elements have acquired essential geo-data by air and sea which will support the Scottish Government's 'Reaching 100%' programme (R100). Delivered by Openreach on behalf of BT, the R100 programme will have a positive impact on the remote island communities and businesses, with 100% superfast broadband ultimately made available across the country.

Using its innovative RAMMS (Rapid Airborne Multibeam Mapping System) solution, Fugro completed airborne bathymetric data acquisition of the cable landing sites in nearshore areas considered too hazardous, even for small vessels.

The resulting high-resolution lidar data and imagery will be used to create a 3D model of the area to facilitate the cable route design and support mission planning. At sea, three specialist survey vessels from Fugro's fleet performed geophysical and geotechnical surveys of the nearshore and deepwater areas, including 31 landing sites across the remote island network.

TEXO Recruitment expands internationally

TEXO, the Aberdeen-based engineering and fabrication specialist, has extended the remit of its recruitment service, TEXO Recruitment, beyond the UK into key international markets.

The expansion allows the company to work with clients and candidates to source the best fit for projects of all types and in all locations.

TEXO Recruitment specialises in supporting onshore and offshore businesses with skilled, experienced recruitment services and engaging with local workforces for apprenticeship, Kickstart and other schemes designed to help people acquire the skills and experience they need for a career in the engineering, fabrication, asset management and survey sectors.

Senior recruitment consultant, Kris Langley, said: "The majority of the roles I work on are based outside the UK – there are significant project opportunities in Asia and also in Europe. We work closely with ex-pats, particularly in senior roles, who have the right type of experience and relocate them to projects that are looking for specialist skills.

"Now is a good time for experienced candidates who are looking for overseas opportunities to come forward. A number of global factors, including economic recovery from the pandemic and the climate crisis, are encouraging investment in exactly the type of projects in which TEXO candidates have expertise."

In the zone

THIS month Scotland will play host to COP26, the biggest summit the UK has ever hosted and the most significant climate event since the 2015 Paris Agreement.

More than 100 presidents and prime ministers from around the world will join up to 25,000 attendees to report on progress since the Paris Agreement aimed at preventing global temperatures rising above 1.5C and protecting our planet from the intensifying impacts of climate change.

The 'Conference of the Parties' will be attended by countries which signed the United Nations Framework Convention on Climate Change (UNFCCC) in 1994. This will be the 26th meeting, hence COP26.

Alok Sharma, president for COP26 and Minister of State at the Cabinet Office, says there are four clear goals for the conference. The first is to put the world on a path to driving down emissions until they reach net zero by the middle of this century.

He has personally met more than 100 ministers physically and virtually, and around 70% of the world economy is now covered by net zero targets, up from less than 30% when the UK took on the COP26 presidency.

All G7 nations now have 2030 emissions reduction targets, aligned with net zero by 2050.

"But there is much, much more to be done," he said. "Despite all the commitments made so far, we are still not on track to limit warming to below 2 degrees, let alone 1.5.

"We are working with our Italian friends, our COP26 partners, and holders of the G20 presidency, to urge robust emissions reduction targets across the G20.

"We are pushing for action in vital areas like power generation, clean transport and halting deforestation. If we are serious about 1.5 degrees, Glasgow must be the COP that consigns coal power to history; the COP that signals the end of polluting vehicles; the COP that tackles methane emissions; and that calls time on deforestation, by making sustainable production pay.

"Our second goal is to protect people and nature. I have met communities around the world who have been driven out of their villages because of the ravages of the climate crisis. Their stories are devastating. Heart-breaking. I am committed that this COP will deliver for the communities most vulnerable to climate change.

"We need to work together to enable and encourage countries affected by climate change to build flood defences and climate resilient infrastructure, to introduce early warning systems and plant crops resistant to climate extremes.

"To deliver on our first two goals, developed countries must make good on their promise to mobilise at least \$100bn in climate finance per year. International financial institutions must play their part and we need to work towards unleashing the trillions in private and public sector finance required to secure global net zero.

"Without adequate finance, the task ahead is near impossible and I ask ministers from developed nations to imagine what it is like for communities on the frontline of climate change, struggling to deal with a crisis they did next to nothing to create."

The fourth goal is ensuring everyone is working together and encouraging cooperation across borders and across society to keep the 1.5 degree target in reach.

However, the main item on the agenda for COP26 is to finalise 'implementation guidelines' for Article 6 of the Paris Agreement.

Article 6 is all about why countries must urgently decarbonise their economies but it makes no mention of how these systems should work and what rules will ensure they lead to real emissions cuts.

Aberdeen can play a key role in the UK's efforts at energy transition – switching from the use of fossil fuels to renewable fuels.

Earlier this year the not-for-profit company Energy Transition Zone Ltd (ETZ Ltd) was set up to drive the transition forward. ETZ Ltd will be at the very heart of the vital effort to make Aberdeen a global energy capital and the energy capital of Europe, in the same way as it has been Europe's oil and gas capital.

"This is an opportunity we can't afford to miss for the future prosperity of the region," said Maggie McGinlay, chief executive of ETZ Ltd. "This is the greatest opportunity we've got to make sure this region is at the forefront of the energy transition ambition. There are lots of other competing areas in the UK, but we believe we've got the best offer because of our oil and gas heritage, company capability, skills and expertise - but we really need all the support we can to bring this to fruition.

"The Energy Transition Zone is an ambitious and exciting project which will reposition the North-east as a globally recognised integrated energy cluster. Our clear focus is on the delivery of net zero and developing a sustainable long term international industry base which delivers sustainable jobs and growth for the region."

The zone will develop up to 40-hectares of energy transition related activities within a mix of brownfield sites at East Tullos and Altens and, subject to planning approval, greenfield areas at Torry and Cove Bay.

It will sit adjacent to the new £350m Aberdeen South Harbour expansion, an economic gamechanger for the area, and is about enabling the land and infrastructure which will attract investment connected to offshore wind and hydrogen, and in particular high value manufacturing.

"The significant backing from both the Scottish and UK governments and Opportunity North East will help ensure the regional energy transition ambition becomes a reality and is deserved recognition of our proven ability and unique position within Scotland and the UK to take advantage of this massive opportunity," she said.

"It's also about providing the right innovation infrastructure to support research, development and technology investment. An example of that is floating offshore wind which is an enormous global opportunity with first mover advantage potential in Scotland.

"It's still pre-commercial so there's quite a lot of work to be done to get the cost base down in the way this has been achieved with fixed wind. One of the ETZ's early projects will be a floating offshore wind centre of excellence which will focus on the innovation and research and development that's still needed for floating wind.

"We are also looking at a similar approach for green hydrogen. What will it take to commercialise green hydrogen to get the cost down and provide the innovation and deployment facilities to support it? So as well as providing facilities for high value manufacturing, the Energy Transition Zone will also provide the innovation infrastructure to support the growth of offshore floating wind and green hydrogen.

"Skills is obviously a really important part of a successful transition and the establishment of the National Energy Skills Accelerator (NESA) will prepare the workforce for the energy



transition and provide access to new skills and capabilities required for delivering the net zero agenda.

“The NESA is a collaboration between Robert Gordon University, the University of Aberdeen and the North East of Scotland College and is supported by Energy Transition Zone Ltd and Skills Development Scotland. This will make sure there’s very clear career pathways for those looking to make that transition from oil and gas to offshore wind, hydrogen and CCS.”

Maggie said the local community would be at the heart of the transition. ETZ would be net zero exemplar in its own right with green space enhancements and community facilities.

“It will be an environment people want to work in and spend time in and it will be planned in a way that’s very respectful of the biodiversity and the land round about.”

She said work had just started on a masterplan for the whole area for proposals which will realise this ambition in a way that provides real benefit to the community and provides investment into that area. The masterplan is scheduled for completion in summer 2022.

“Back in the 70s there would have been a huge investment in oil and gas in the area around Altens and East Tullos so how do we repurpose that and refocus around delivering net zero and energy transition opportunities for the future?”

“ETZ Ltd has already secured £53m investment from the Scottish and UK governments and also grant funding from Opportunity North East to make the Energy Transition Zone happen and it is underway.

“This is about becoming the energy capital of Europe, about harnessing all the skills, expertise, company capability, infrastructure and talent that’s been here on the back of oil and gas and using it to accelerate the drive to net zero. Companies in the North-east are fantastic at developing technology solutions. They know how to do major complex projects offshore. They know all about working subsurface and we need to use all that expertise to really drive forward offshore wind, hydrogen, and CCS.

“There will be a need for new companies and for the diversification of the existing supply chain. Making sure we can support the homegrown supply chain companies to make that transition will be a key part of our work.

“There’s been really good interest from industry. We have spoken to many major developers and potential investors and everyone’s really excited by it because they recognise the strengths of oil and gas capability, the knowledge, the know-how and the financial capital that brings.

“BP, Shell, Equinor, Total and others are all absolutely focused around being energy companies and looking at opportunities in offshore wind and they’re making those investments so there is great interest from all aspects of industry. We have credibility because we know how to do energy in this region so this is just the natural next step.”



Lighting up Aberdeen city centre

WORK has begun on the installation of a creative suspended signage project in Aberdeen. Illuminated street signs will soon be in place at locations across the city centre, to highlight some of the city's key areas and to enhance the wayshowing offering.

It has been made possible due to funding secured by Aberdeen Inspired from the Scottish Government Town Centre Fund in 2019 specifically for the design and installation of signs to encourage pedestrian movement within the city centre.

The first signs were installed on Belmont Street and Langstane Place. The remaining signs are in locations including Merchant Quarter, Shiprow and Chapel Street in the West End.

Adrian Watson, chief executive of Aberdeen Inspired, said: "As we continue to navigate through the recovery period it is more important than ever to highlight what the heart of Aberdeen has to offer. We're keen to encourage people, whether local or visiting, to explore the city and support local businesses. The suspended signage scheme assists in making the city safer and more welcoming to visitors, as well as building on the identity of the city centre."

The illumination on the signs will be seasonally adjusted and be visible from late afternoon or evening until the early hours of the morning in line with the night-time economy. Exact hours will be refined on a location by location basis. A portion of the Scottish Government funding has been allocated to the long-term maintenance of the signs by local company Scotia Installations.

Nucore goes neutral

NUCORE Group, a specialist engineering company which provides safety products and services for hazardous environments, has been recognised as carbon neutral business.

The accreditation comes after the company almost wiped out its carbon footprint by switching to a green energy provider. It is offsetting the remaining carbon it produces by purchasing carbon credits which support vital projects in the Amazon rainforest.

AGR researches cost efficient CCS

MULTI-DISCIPLINE engineering consultancy AGR has announced participation in a three-year research project which aims to pave the way towards a carbon positive North Sea and cost efficient Carbon Capture and Storage (CCS).

Together with other energy companies and academia, AGR will be part of an extensive research project committed to developing new technologies and processes to significantly reduce the cost of carbon capture related to transport and permanent storage.

The project is also committed to find solutions for increasing the storage capacity in the Norwegian North Sea and improve the infrastructure related to the process from actual capture to subsurface storage.

This project, which has been backed by The Research Council of Norway, will be led by a consortium of energy companies that have formed The Linking Carbon Capture and Storage (LINCCS) research project.

In addition to AGR, other Aker-group companies, Aker Solutions, Cognite and Aize make up part of this consortium. As do Wartsila, OpenGoSim, The Sustainable Energy Catapult Centre, SINTEF, Wintershall Dea, Vår Energi, Lundin, Equinor and TotalEnergies.

Through collaboration, pooled knowledge, combined experience and resources, the LINCCS project expects to have the next generation of CCS solutions ready for demonstration by the end of 2024, with full scale commercial projects expected to be finalised by 2027.

Initiative will improve safety

AN INITIATIVE which aims to improve safety and recognise transferable skills by assuring base technical competence of temporary oil and gas workers has been implemented by companies across the engineering construction industry.

Connected Competence is an industry-wide framework which has been developed by major service companies Aker Solutions, Bilfinger, Ponticelli, Petrofac, Semco Maritime, Stork, Wood and Worley. Together, they employ more than 75% of the craft and technician workforce in the UKCS upstream oil and gas industry.

Government funding has been made available to support the provision of technical tests and, in a collaborative approach with the employers, the contractors have agreed to reimburse workers their time and expenses incurred when they are next mobilised for work.

Supported by Government skills body the Engineering Construction Industry Training Board (ECITB), Connected Competence has also been endorsed by the industry's three main unions, the GMB, RMT and Unite, and recognised by Oil & Gas UK (OGUK) as supporting the aims of the People and Skills ambitions of the North Sea Transition Deal.

Have you started your net zero journey?



"At Belvoir Aberdeen we are working hard to do our part in reaching net zero. Currently we are progressing towards being a paper free office by using online services for aspects which would have previously been completed manually on print-outs. We are actively recycling all waste within the office to prevent items such as single use plastics, glass, paper etc going to landfill. We are also implementing food-waste recycling within the office. We are encouraging all our landlords and tenants to switch out older lightbulbs to more eco-friendly options and offering guidance – where possible – on how to improve property (Energy Performance Certificates).

"In addition to this, we are also looking at the possibility of migrating our fleet of cars from petrol to hybrid or fully electric. Where possible, if the team can walk to appointments, this is also being encouraged."

Skylar Atkinson, *managing director*, Belvoir Aberdeen



"Supporting the food and drink sector is at the heart of what we do through our focus on agriculture. Scottish farmers, crofters and growers are already on their net zero journey and will continue to have a key role in reducing emissions to meet Scotland's climate change goals. Scottish soils, most of which are grazed by cattle and sheep, hold a staggering 3,000 megatonnes of carbon. The carbon footprint of Scottish pig farms has fallen by 40% in 20 years, the beef industry has reduced methane emissions by 18% and the carbon footprint of our milk is one-third lower than the world average. Soft fruit and vegetable production continues to grow, increasing our self-sufficiency and significantly reducing food miles.

"With the creation of Scottish Government's Farmer Led Climate Change Groups (FLG's) and the recent publication of the Farming for 1.5°C report it is clear farmers and crofters are setting their own path to remain productive and profitable, producing the highest quality food and drink while delivering on climate change and biodiversity."

Stephen Hepburn, *senior agent and group secretary*, Aberdeen City & Shire Agency, NFU Mutual



"We are a relatively new company and have just celebrated our third birthday but have started making steps to becoming net zero. We operate our international logistics, shipping and air freight business from a modern building which is very energy efficient. We try to ensure that the materials we use, like stationery, for example, is recyclable. All our waste is separated into different containers including paper, plastics and cans which can be recycled. When electrical appliances or lighting aren't in use or are not required, our staff are encouraged to switch these off and be more environmentally conscious to avoid wasting power.

"These are small steps which our business has managed to take so far in working towards becoming net zero. We are also looking at acquiring an electric van for the business, although they are quite costly. Taking steps to become net zero aligns with our company ethos to help preserve the environment for the future of young people."

Yee Kei To, *company secretary*, Washington Logistics

We have the location to suit your office needs

Our range of Aberdeen City centre office accommodation by Standard Real Estate Ltd

Merchant Exchange

Exchange Street

From 2236 sq ft to 3515 sq ft
with On Site Parking

For Sale or To Let

Suites to purchase from **£285,000**

Rental from **£8.50**



UNION POINT

Blaikies Quay

From 218 sq ft to 7000 sq ft
Generous on site parking

To Let

Rentals from **£8.50** per square foot

www.unionpointaberndeen.com



Golden Square

Woodburn House,
5 Golden Square

Suites of 255sq ft to 1777sq ft

All inclusive Rentals

Single Room Offices from **£40** per week

www.woodburnhouseaberndeen.com



To discuss further contact

Hamish Munro Tel. 07951 939 932
hamish@standardrealestateltd.com

Scott Campbell Tel. 07881 620 180
scott@standardrealestateltd.com

Standard Real Estate Ltd

Or contact our retained agents

Graeme Nisbet

Tel. 01224 597532 / 07900 205206
graeme.nisbet@fgburnett.co.uk



Jonathan Nesbitt

Tel. 01224 597531 / 07771 923401
jonathan.nesbitt@fgburnett.co.uk

Matt Park

Tel. 01224 415951
matthew.park@knightfrank.com



The information contained in this advertisement has been checked and unless otherwise stated, it is understood to be materially correct at the date of publication. After printing, circumstances may change out with our control; we will inform enquirers of any changes at the earliest opportunity.

www.standardrealestateltd.com



Bob Sanguinetti

Harbour's new chief executive looks ahead

ABERDEEN Harbour will be at the heart of the UK's energy transition, according to the business' new chief executive, Bob Sanguinetti.

The opportunities for the expanded port and the regions it serves are "vast" and "transformational", he said.

Mr Sanguinetti has joined Aberdeen Harbour Board from the UK Chamber of Shipping and will oversee one of the most pivotal points in the port's history, as the £350m South Harbour expansion commences operations.

"I have long since been impressed by the hard work and vision at the port to ensure transformational opportunities bring prosperity to current and future stakeholders" he said.

"The port is a vital piece of infrastructure and will play a key role in the development of offshore wind and green hydrogen production, and as the existing oil and gas industry adapts into one which is sustainable for future use. The expanded port will be integral to the growth of trade and the maritime industry in Scotland, and I look forward to seeing how the port will play its part in the development of these industries in the coming years."

450 years of experience to tackle CCUS challenges

AKER Solutions, Siemens Energy and Doosan Babcock have formed a consortium to draw upon more than 450 years of combined experience to develop technology and solutions for the growing UK carbon capture, utilisation and storage (CCUS) market.

The main objective of the consortium will be to deliver solutions which enable customers to achieve their decarbonisation goals.

The UK has set clear objectives for its contribution to reaching the global climate objectives. The strategy for the consortium is to provide both the solutions and facilities which will enable these goals and simultaneously contribute to developing new sustainable industrial opportunities, jobs and value creation at large.

Together, the companies employ more than 6,500 people across the UK and offer established and proven combined cycle gas turbine (CCGT) engineering and design as well as extensive UK-based engineering, fabrication and construction services.

Exceed launches Exceed Australia

EXCEED, the Aberdeen-headquartered well management and performance improvement specialist, has launched Exceed Australia as it eyes the country's burgeoning decommissioning sector and a revitalised offshore market.

The company, which received the Queen's Award for Enterprise: International Trade earlier this year, continues to implement an unwavering strategy of international expansion with its fifth overseas entity, which builds upon recent expansion into Mexico and Norway.

Australian industry stalwart and ex-Add Energy vice president of well management and engineering Brad Girdwood who has been appointed operations manager, said: "In the pipeline for some years, the time is now right for Exceed to make its mark upon the region.

"In particular, significant legislative developments surrounding the decommissioning of Australia's offshore and onshore assets have accelerated the sector's timeline. Honed in the North Sea, Exceed's spectrum of decommissioning capability provides this evolving \$40.5bn market with critical experience and expertise."

RoSPA award for Space Solutions

SPACE Solutions has been presented with the Royal Society for the Prevention of Accidents (RoSPA) Bronze Award at the 2021 award ceremony.

Jim Mathieson, managing director, said: "Participating in the awards gives us the opportunity to benchmark safety performance to ensure we consistently deliver health and safety measures across offices and sites. Most importantly, it supports our long-term commitment to continually raise health and safety standards.

"Safety is one of our core values and we will continue to work closely with our colleagues and clients to build a safe, sustainable future for the business."

Elis aiming for net zero

ELIS UK, a multi-service provider offering textile, hygiene and facility service solutions is aiming for net zero carbon emissions by 2045 on all scopes of emissions.

This major commitment is the next step on a journey to reduce emissions which started more than 10 years ago and which has been certified over several years by The Carbon Trust.

This goal, part of their Global Elis Corporate Social Responsibility (CSR) Strategy, is aligned with the UK Government's ambition to be carbon neutral by 2050.

Sustainable travel funding more accessible

COMMUNITY groups, charities and social enterprises which wish to develop sustainable travel projects are being encouraged to apply for new funding.

Regional transport partnership Nestrans has launched a new community sustainable travel grant. The scheme makes funding available for projects across the North-east which support or encourage active and sustainable travel.

Groups can apply for up to 100% of the funding needed for a range of projects from improving local paths or installing bike parking, to charities which wish to buy electric/cargo bikes or fund a travel plan.

Nestrans has been running an existing sustainable travel grant, aimed at businesses, since 2004. This new version of the grant makes the funding more accessible to organisations that would struggle to supply the match funding required under the original scheme.

Peterson's Sumitomo contract for Edzell

INTERNATIONAL energy logistics provider Peterson has secured a two-year contract with Sumitomo Corporation Europe Ltd. (SCEU), based at its Edzell facility.

The contract will involve Peterson providing oil country tubular goods storage, handling, logistics and operational services to SCEU.

Step-change contract for Well-Safe

REPSOL Sinopec has awarded a multi-million-pound contract to Aberdeen-based Well-Safe Solutions to execute the decommissioning of all wells in its Buchan and Hannay fields.

The contract is the first fully inclusive well decommissioning contract of its kind and enables Repsol Sinopec and Well-Safe Solutions to manage efficiencies, knowledge and cost. The schedule control provided as part of this contract enables Well-Safe to deliver its plug & abandon (P&A) club approach helping to deliver a campaign-based approach aligned with the OGA Decommissioning Strategy.

The commercial model represents a step-change from a conventional transactional approach to an outcome-oriented model, empowering the supply chain to deliver the most innovative and efficient solution with a fair shared risk management philosophy within the contract.

This shift in mind-set has taken considerable time and collaborative effort by both Repsol Sinopec and the supply chain in evolving, concluding and assuring the tender process for this contract.



Phillip Adams, Simon Cowie,
Ashley Adams and Calum Wright

Simon, the fourth Big Manny

BIG Mannys' Pizza, which has just opened a second unit in Aberdeen less than a year after it was launched, has received a six-figure investment boost.

Simon Cowie, an award-winning accountant, business advisor and entrepreneur, has provided the cash injection for a minority stake in the business and will also advise on its transformational growth plans.

Big Mannys' Pizza was launched by brothers Phillip and Ashley Adams and consultant chef Calum Wright from The Adams bar on Holburn Street in October last year.

Its new site near Pittodrie Stadium has undergone a £300k fit-out which includes a £40k US-manufactured oven.

The Pittodrie unit, almost three times larger than the Holburn Street site, will create 40 new full-time and part-time jobs and increase Big Mannys' Pizza staff to 70. With the new unit up and running, Big Mannys' Pizza has set an initial target of producing 7,000 pizzas per week.

The three founders have pencilled in plans to open a third city site at the start of next year, taking the number of staff up 100, while they are also looking to open an Aberdeenshire location in 2022.

Phillip said they were inspired by the BBC TV programme Dragon's Den to bring an investor on board, having already been approached by several potential business partners. The team wanted someone who could add value by guiding them through issues that come with operating an expanding and scalable business.

He said: "We needed an investor with the expertise, acumen and business contacts to support and advise us as we continued to grow, and Simon fitted the bill perfectly.

"We call him our fire-breathing dragon - he is very clear on what we need to do when we ask him for advice. Simon is the fourth Big Manny."

Zero to hero

THE starting gun was fired on the Race to Zero campaign in June 2020 to drive net zero commitments ahead of the COP26 summit in Glasgow

The UN-led campaign is about rallying leadership and support and is the largest ever alliance committed to net zero by 2050. The campaign is asking cities, businesses, universities, investors, regions and more to hit net zero emissions.

As part of this global campaign the UK has launched its own domestic campaign, 'Together for our Planet', which is completely aligned with the Race to Zero.

There is a public engagement strand called 'One Step Greener' which has been showcasing how small actions culminate in large collective action and everyone can have an impact from engineers working on offshore wind farms to local initiatives encouraging children and parents to walk to school.

Andrew Griffith MP was appointed the UK's net zero business champion to support the country's business community to make credible plans to net zero by 2050 or earlier and his remit covers three strands.

The Big Business campaign is engaging companies in the FTSE 100 and already more than half have signed up. A Global Investment Summit attended by some of the world's most powerful executives and heads of major institutions and hosted by the Prime Minister and members of the Royal Family has just been held to show how the UK can shape the future of green investment.

The third strand is focussed on persuading small businesses of the potential benefits of halving their greenhouse gas emissions by 2030 and reaching net zero by 2050 – and pledging to work towards that.

"For businesses this means getting to know where their emissions are coming from because we appreciate that many small businesses in particular aren't really familiar with net zero as a concept," said Catherine Westoby who is leading this campaign.

"What we're trying to do is communicate in a really clear, really straightforward way and focus on exactly what it is we're asking businesses to do to become net zero businesses. What does that actually mean in practice? Our campaign is very much centred around the business benefits of

net zero and about becoming a better business, not just more responsible but more sustainable, more resilient, attracting new customers and saving money which is obviously a key focus right now when we're looking to recover from the pandemic."

She said that no two small businesses are the same and a small restaurant is going to have a very different emissions profile from a small law firm and what they want to do is help provide tailored insights and suggestions as to where business owners might look to cut emissions.

Transport and recycling are among the obvious areas but switching to LED bulbs, for example, will have an immediate impact on emissions and bring immediate savings on energy bills.

"Those are the sorts of small first steps that we want businesses to take," she said.

A starting point for businesses can be a visit to the UK Business Climate Hub website where they will find information and tools to help them understand their emissions profiles. The Climate Hub provides a way for small businesses to join the Race to Zero.



It is asking businesses of up to 250 employees to join the fight against climate change by making the SME Climate Commitment which is to sign up to achieve the target emissions reductions and to disclose their progress annually.

“We want businesses to be proud of taking that first step of signing up to the SME Climate Commitment which brings a host of benefits which allow them to showcase that they have joined the Race to Zero,” Catherine said.

“This is really the only direction of travel because we’re only going to become cleaner and greener and businesses need to appreciate that. We are encouraging them to get ahead of the curve and take action now, before regulations introduced.

“All companies bidding for government contracts worth more than £5m a year must now commit to achieving net zero emissions by 2050 and the UK is the first country in the world to put such a measure in place.

“While small companies might not be in for those £5m contracts immediately, larger companies will be and they must sign up to net zero targets. They are naturally going to have to engage with their

supply chain and encourage those small businesses to produce their own carbon reduction plans and move at a similar pace.

“It’s absolutely vital that we communicate to small businesses that there are going to be potentially lots of benefits in getting ahead of their peers here.

“

“Net zero is the point at which a balance is achieved between the amount of greenhouse gas emissions emitted to the atmosphere and the amount removed from the atmosphere. The role of carbon removal in the form of nature-based solutions and carbon capture and storage will also be discussed.”

Terri Vogt,
project manager
Circular North-east

“Net zero is good for business. Many of the actions we are asking businesses to take will benefit them, if not immediately then over a very short payback period. It’s really important that we look at this collectively and see the sheer power of small businesses.”

This message was reinforced by Terri Vogt, Circular North-east project manager, who is currently leading a series of Net Zero North-east workshops which are giving 30 SMEs a step-by-step insight into their emissions and how to reduce them.

She said a recent survey by the Chamber showed that 81% of businesses believe achieving net zero is extremely or moderately important to their business but only 25% have set a target.

“It’s really important for SMEs to understand what their baseline is, what they have control over, what they don’t have control over and to be able to communicate this effectively. This training course is aiming to demystify this whole agenda and explain to people the concept of net zero. They are learning where they should focus as an organisation and how they can work with their supply chain.



“Net zero is the point at which a balance is achieved between the amount of greenhouse gas emissions emitted to the atmosphere and the amount removed from the atmosphere. The role of carbon removal in the form of nature-based solutions and carbon capture and storage will also be discussed.

“It needs to be recognised that net zero has not been on the agenda for long and many businesses might have had environmental management systems and targets based on incremental improvements. This will no longer be adequate and work is ongoing within a range of organisations such as the Science Based Targets Initiative to better define how a business can measure progress to net zero.

“Net zero is suddenly pushing people from an incremental process with no defined endpoint to a very clearly defined endpoint, but probably with a very unclear process as to how to actually get there. So, it’s a big shift in thinking.

“We have a range of businesses on the course from energy and waste management to construction and design with less than nine employees to over 100.”

The workshops have been funded by the Scottish Government through a £14.3m North East Economic Recovery and Skills Fund. The funding will provide opportunities for more than 3,000 individuals in Aberdeen and Aberdeenshire through training and enterprise projects across a number of sectors, including entrepreneurship, tourism and energy transition and includes a climate emergency training programme to help businesses transition towards net zero, and a scheme to support employers develop business plans to ensure long-term sustainable jobs.

“The hope is that the training will support companies to take action, not just support companies to become more knowledgeable” added Terri.

“Those businesses which embrace net zero will be better able to assess risk and opportunity and be more resilient to the changing business environment that will evolve in the future.

“SMEs may not be as well equipped to really respond to this agenda as large companies which have dedicated resource. The fear is that if small companies are not equipped to reduce their emissions

it could put them at a disadvantage in the long term. This is about risk management, about making these small businesses more robust to be able to respond to this agenda. It’s also about them understanding how they could change their processes or their offerings or services to reduce emissions and to recognise that these services and offerings may not be attractive in the future, because they’re very high carbon.

“They need to understand where their vulnerabilities are in a net zero world. For some businesses the biggest impacts may be in their products or services. For example single use products are likely to be phased out and a business may need to adapt to take account of this.

“COP26 is ensuring that there is a focus on climate change globally but it is vitally important that local companies act now, and not just for the environmental benefits but in the interest of the success of their businesses.”



Rethink. Reduce. Reuse. Recycle. Renew. Recharge.

Going green for a better tomorrow



**We are a Carbon
Neutral Airport***



**We are committed to
working with our
partners to achieve
Net Zero by 2045**



**Our electricity is
from 100%
renewable sources**



**We divert 100%
of our waste from
landfill**

* Carbon Neutral for all our own emissions
(Scope 1, Scope 2 and Business Travel)

**Aberdeen International
Airport**



Donald John MacDonald

A continuing legacy for DJ

AN ANNUAL bursary will be launched to commemorate Donald John MacDonald (DJ), former editor of STV North, and continue his legacy of supporting new entrants to journalism.

RGU will also award Donald John with a posthumous honorary degree, reflecting his dedication and expertise in his field and his commitment to support and inspire the next generation of journalists.

Throughout a career spanning five decades, Donald John was an enthusiastic supporter of future talent, generous with his time and the sharing of his experience and insights to inspire new entrants to the industry.

As editor, STV North, Donald John developed a strong partnership between STV and the School of Creative and Cultural Business at Robert Gordon University (RGU). The new bursary, which will be launched at the start of the 2021/22 academic session, will be awarded to the student who is judged to have delivered the best example of broadcast journalism coursework during Year 3 of study on the BA (Hons) Journalism course. The bursary of £1,000 will be granted at RGU's annual prizegiving ceremony in July to support the recipient's final year of study.

Shepherd and Wedderburn moves for future growth

SHEPHERD and Wedderburn is continuing its investment in Aberdeen by moving into flexible Grade A office accommodation, which offers capacity to double the firm's headcount in the city as it anticipates sustained growth in the region.

The law firm's move to premises at 37 Albyn Place later this year comes as part of three-year strategy to grow its business across the North-east by supporting clients active in key growth sectors, such as renewable energy.

Shepherd and Wedderburn's clean energy group comprises 90 lawyers, who advise on landmark clean energy projects across the UK. The team has more than 30 years' specialist experience in the clean energy sector, spanning offshore and onshore wind, wave and tidal, low carbon infrastructure, hydro, biomass and energy from waste. In addition, the firm now has one of the largest private wealth and tax practices in Scotland, following the acquisition of Dentons' 20-strong Scottish private client team earlier this year.

Updated COMET takes off

ABERDEEN based STC INSISO has launched an updated version of its flagship COMET incident investigation, prevention and root cause analysis offering.

Created by professional investigators with major incident experience, the COMET product comprises a unique methodology, training package and online solution for incident investigation, root cause analysis and prevention.

As part of a process of continuous customer-led improvement and with £200k investment from STC INSISO, the team have developed an upgraded version of the package – COMET 2.0.

It introduces a number of new features to streamline the investigative process, including a new investigation data capture tool; on-demand expertise targeted at key investigative stages; and new API capabilities to connect to other business critical software and reporting tools.

Peridot Recruit Limited has won the 'Recruitment Online Advertiser Business Award of the Year'

THE judges praised the company for its innovative approach to recruitment, which makes the entire process more simple, efficient, and transparent. Director, Edward Obi said: "This recognition and achievement is shaped by the strength of the foundations we set, and that working together as a team gives us the edge that makes winners out of all of us."

Aberdeen University in the top 20

THE University of Aberdeen has climbed seven places to 20th in the Times and Sunday Times Good University Guide 2022.

This follows the university being ranked 20th in the Guardian University Guide for the second year in a row. The Times and Sunday Times Good University Guide ranks British universities on a range of measures, including teaching and research quality, student experience, entry standards, quality of degrees, completion rates and graduate prospects.

The university's strong showing in the 2021 National Student Survey, where it is ranked fifth in the UK for overall satisfaction, has propelled it into the top 20. Rankings for entry standards, student staff ratios, and graduate prospects, which are all important to students, have also all risen.

At subject level, the University of Aberdeen is now ranked first in the UK for linguistics, in the top 10 in the UK in a further 12 subject areas, and in the top 20 in a further 15 subjects. Anatomy and physiology and general engineering are ranked top in Scotland.

Unmanned technology supporting the zero emissions future

Frankie Suarez,
business manager,
ICR's Sky-Futures



AS THE industry looks towards a zero emissions future, technology will play a vital role in supporting this transition. At Sky-Futures™, we are proving how advancements in UAS (Unmanned Aircraft System) and sensor technology can support many sectors both on and offshore in the drive to achieve net zero targets.

Our recent partnership with SeekOps Inc provides end-to-end asset level methane emissions quantification, including data capture, analysis and reporting. By utilising the SeekIR® sensor mounted to a UAS, the technology can provide methane Leak Detection and Quantification (LDAQ) of an impressive 1SCFH from 100m. The technology was originally designed by the co-founders of SeekOps for use by NASA on the Curiosity Rover sent to Mars and has now been adapted for utilisation in many other industries, with Sky-Futures™ being a global service delivery partner. The SeekOps training team have delivered bespoke training to our highly experienced Inspection Engineers and Remote Pilots. This has enabled Sky-Futures™ to deliver methane emission quantification operations on and offshore in recent months.

The agile and accurate technology allows operators to increase their health, safety and environmental performance in a very cost effective and efficient manner. The comprehensive emissions inspection service is also completed in a fraction of the time of traditional surveys. As discussions continue to guide further regulation in this area, especially in the oil and gas sector, operators are required to understand and mitigate methane emissions. By providing quantified, actionable data, operators will be able to find solutions or mitigations in an efficient manner, whilst also showing positive accountability to the regulators.

For site surveys, both methane concentration data and wind vector data are collected using the UAS. The data is then processed to localise the emissions source(s) and provide an emission rate estimate. Localisation of each emission source is at equipment group level or better and any rate estimates are provided with upper and lower bounds. The SeekIR® sensor is flown downwind of equipment components to detect methane emission concentrations. The emissions can be seen in real-time on a ground control station monitored by an operator, further flights are conducted targeting specific areas.

The inspection strategy consists of an initial survey using a comprehensive flight pattern to ensure that all emission areas are identified. Further inspections are then conducted with all repeat flights at each module using a follow-up inspection procedure. This includes a rapid inspection of all modular equipment to detect any new emission sources though focuses mainly on the known emissions that were detected during the initial inspection.

Thereafter, the UAS can fly the sensor at targeted zones on the facility to focus on particular areas of interest, such as flares, turbines, wellheads, exhausts and venting sources. This enables further detection and quantification of methane emissions on the facility, at the module level.

Methane emission operations offshore bring very unique challenges and Sky-Futures™ have harnessed their 10 years' experience of operating unmanned systems offshore to enable this service to be delivered safely and efficiently.

Ambitious but very encouraging progress so far, the technology is helping the industry's joint path to net zero.

Give a world of choice with this little card!



This festive season give the perfect gift to your team with the **Aberdeen Gift Card**.

Starting at just £10 it is the perfect little thank you that gives them a world of choice on what and where to spend it.

Whether they fancy a meal out, a visit to the theatre, new shoes or a freshly trimmed beard from the barber the **Aberdeen Gift Card** can be used at around 200 participating local and national shops, bars, restaurants and more.

Aberdeen Gift Cards keep spend local and support local jobs and livelihoods and help to make Aberdeen a successful vibrant city for all.

This festive season, give your staff the gift of choice with the **Aberdeen Gift Card**.



Scan this QR code to place a bulk order or contact Aberdeen Inspired on **01224 566291** or email roule.wood@aberdeeninspired.com

Branded card holders and choice of wallet design are available.



@abdninspired



aberdeeninspired.com



Don't delay, place your order today!



Offshore converter platform HelWin beta with an OEG Temporary Accommodation Complex

OEG Offshore striving towards net zero

ABERDEENSHIRE-BASED OEG Offshore added pace to its contribution to the drive to net zero in 2021 by three strategic acquisitions fast-expanding its offshore renewables footprint. Now active in more than 60 countries, with a workforce of 550, OEG has been active in the renewable sector since its first wind farm work in 2006.

Acquiring three “perfect fit” businesses with proven track records in offshore renewables reflects OEG’s mission to deliver services across the “full scenario” of global offshore wind developments.

More acquisitions are planned to bring together complementary expertise in niche specialist services for the marine environment across the global energy sector within the OEG brand.

Market leader OEG supplies DNV certified containers, baskets, skips, workshops and offshore tanks as well as standard and customised A60 accommodation and workspace modules, on a rental and sales basis across Europe, Africa, Middle East, Caspian, Asia Pacific and the Americas.

Recent acquisitions include offshore workforce welfare solutions specialist, Pegasus Welfare Solutions (PWS), subsea expert Hughes Subsea Services, anticipating increased demand for subsea services on offshore renewables and oil and gas projects, and offshore communications innovators Fern Communications, winners of a four-year contract with Moray Offshore Windfarm (East) to support and maintain its communications system.

PWS’ range of offshore workforce welfare solutions and its world first offshore wind turbine in-tower toilet were hailed as industry gamechangers, attracting a first in-tower unit order for developer Vattenfall’s Aberdeen Offshore Wind Farm.

PWS founder Dan Greeves, OEG’s head of renewables, is seeking new renewables opportunities and acquisitions in the UK and internationally.

“Our strategy is to acquire small and medium-sized businesses and support their growth with the OEG experience, framework, processes, and security to be able to tender for ever larger projects. It also brings niche expertise together as we continue our global growth strategy.”

A word of advice



Mhairi Miller,
head of finance and operations,
St Margaret's School for Girls

Area of expertise?

As a chartered accountant with many years' experience my expertise is in assisting businesses by providing the information decision makers need to meet the business goals.

What should people know?

As a former pupil and parent of St Margaret's I am relishing the opportunity to help steer the school through the challenging times currently facing the education sector. I am also extremely proud to be working alongside strong female leaders at the school, a first for me. At a time when there are only six female chief executive officers compared to 94 men in the UK FTSE 100. Statistics like that are one of the reasons I believe so strongly in the St Margaret's ethos – to give every girl the chance to grow and flourish in an environment free from gender stereotypes.

What's the biggest mistakes companies make?

I believe that planning is key to success and getting the financials right in that plan is critical – cash is king after all. Relevant KPIs should be identified with processes set up to monitor the KPIs regularly. A business has to be receptive to learning from any mistakes and changing things if required, sometimes quickly.

What's your top tip?

A very successful entrepreneur once advised me that sometimes an opportunity comes along and you may only have five minutes to make a decision so go with your instinct. As a risk averse chartered accountant I can appreciate what he was saying but I go back to the point above about planning and getting the numbers right. I also strongly believe in building and nurturing a great team.



ABERDEEN & FRASERBURGH

WEALTH 01224 824777

FINANCIAL PLANNING SPECIALISTS

No single solution, innovation is the answer

WHAT nations need to achieve at COP26 and beyond is immense. Incremental changes play their part, but more radical action is needed.

The Net Zero Technology Centre – which changed its name from the Oil & Gas Technology Centre earlier this year – is leading the charge as both a champion and a catalyst for unlocking the power of innovation by bringing together technology developers, supply chain, investors and energy operators.

Launched in 2017 with funding from the Aberdeen City Region Deal, the Centre is playing a key role in decarbonising not only the oil and gas industry but also accelerating the transition to a net zero future.

To date the Centre has co-invested £176m in technologies which have the potential to generate £10-15bn in gross value add to the UK economy, screened over 1,280 technologies, completed 64 field trials, with a further 49 ongoing or planned and have progressed more than 23 technologies to commercialisation. One of those companies developing these technologies is Air Control Entech, led by chief operating officer Kieran Hope. Corroding gutters on Kieran's house sparked a eureka moment that turned

standard offshore inspection methods on their head.

The Net Zero Technology Centre supported Air Control Entech in the development of a number of unmanned aerial vehicle systems that have since become fully commercialised and regularly deployed by asset operators. Their next generation remote inspection technology not only increases the speed of inspections by up to 20 times and reduces cost by 50%, it also plays a key role in reducing emissions by lowering the carbon footprint of integrity management activities. The company now has a multinational presence, employing 14 people across the UK and Australia and has doubled revenue in the first half of the year.

To further tackle inspections in hazardous, confined and hard to reach places, Air Control Entech has expanded its services, offering robotic technologies including remotely operated vehicles and crawlers.

Nurturing and developing entrepreneurial spirit feeds innovation. For this reason, start-ups feature heavily in helping industries around the globe transition to net zero. The Net Zero Technology Centre's award-winning TechX Clean

Energy Accelerator programme provides technology start-ups and early-stage businesses with the tools, support and resources they need to grow. Over the last three years, TechX has supported 33 start-up companies.

One such trailblazer is Mocean Energy, a TechX graduate which continues to make waves with their breakthrough technology. Over the last three years the company has grown from humble beginnings. The now strong team of 15 are further developing and trialling technology that captures energy from ocean waves to provide a predictable source of green electricity directly to offshore assets and help decarbonise North Sea infrastructure.

The Centre continues the journey with Mocean Energy, supporting them through the Renewables for Subsea Power project alongside partners EC-OG, Harbour Energy, Modus Limited and Baker Hughes. The project will demonstrate the potential of their prototype wave energy converter, Blue X, to provide renewable energy to subsea equipment including subsea batteries, a subsea control system and a autonomous underwater vehicle.



The Net Zero Technology Centre and the Offshore Renewable Energy Catapult set the direction for a UK net zero offshore energy system in their leading industry report 'Reimagining a Net Zero North Sea: an integrated energy vision for 2050'.

The research highlights that up to £416bn investment is required over the next 30 years. With this comes a significant business opportunity that by 2050 could potentially contribute £125bn per year to the UK economy, while supporting more than 230,000 jobs.

The report outlines three potential scenarios to deliver a reimagined net zero North Sea, building on the region's strong energy foundations.

Each scenario requires clear intent, supportive policies, investment at pace and strong alignment to unlock vast potential for the UK.

In support of this ambition, the recent award of £16.5m to the Net Zero Technology Centre from the Scottish Government's Energy Transition Fund will accelerate seven projects that form part of the Centre's Net Zero Technology Transition Programme to transform the energy system.

From energy hubs, to creating a hydrogen backbone to position Scotland in a leading role for the development of pan-European hydrogen infrastructure, to enabling remotely controlled operations, empowered by data, robotics and autonomous systems, the projects are designed to develop the skills, technologies and infrastructure that Scotland needs to deliver an affordable green economic recovery.

The Net Zero Technology Centre's three-day COP26 fringe event broadcast from Glasgow, will explore technologies that are set to disrupt the current energy system and accelerate net zero. The virtual technology showcase will delve into 12 game-changing technologies that address real-world challenges across a range of sectors from renewables to manufacturing.

In September the Centre launched its COP26 Clean Energy Start-up Pitch Battle, which saw the public cast their votes over a four week period. Pitching virtually were 29 tech start-ups from around the world, each with technology solutions that can drive the transition to a net zero energy industry. 10 finalists will be given the chance to pitch their technologies at the final in Glasgow. The start-up crowned winner will receive prizes including expert mentoring

and pitching opportunities for investment.

Along with the goal of encouraging investment in renewables, enhancing international collaboration is a key priority for the COP26 presidency. The 'Technology Driving Transition Global Summit' will see international partners present their flagship piece of research on energy transition. They'll compare technology priorities across regions and highlight areas where innovation can be utilised to drive the transition of mature hydrocarbon basins across the world to an integrated net zero energy future.

Innovation and technology will support Scotland in becoming a global leader in net zero technology, as a home to manufacturers, designers, installers and operators of the next generation of low carbon energy systems.

As climate change policy progresses not only in the UK, but also in Europe and further afield, there will be an increasing number of opportunities for the UK to export low carbon technologies, products and expertise, emulating the success of the oil and gas sector.



2021 Converge Challenge Awards

Two RGU entrepreneurs triumph at national Converge Challenge Awards

TWO Robert Gordon University (RGU) entrepreneurs triumphed at the 2021 Converge Challenge Awards, taking home a total prize pot of £60k for their innovative business ideas.

Broadcast online, the awards – Scotland's annual celebration of academic innovation and entrepreneurship – showcased finalists of breakthrough projects in a range of sectors.

Lucy Fisher, a graduate from RGU, won the Creative Challenge category with a prize package of £40k for Knit It, an innovative platform which offers digital knitting patterns, tools and tutorials, which went through RGU's Startup Accelerator programme in 2020.

RGU alumni, Ken Morrow, took home one of the night's special awards, the SSE Net Zero Award, for Hydrowheel, the world's first inflatable waterwheel. Designed for easy installation across the developed and developing world, the technology generates affordable, accessible, renewable energy without causing harm to local ecosystems. The prize, sponsored by energy company, SSE and presented on the night by SSE chief executive, Alistair Phillips-Davies, included £20k in cash plus a package of in-kind business benefits. Ken was on the RGU Startup Accelerator in 2020.

Jo-Anne Tait and Barry Robertson, both RGU, were also award finalists. Jo-Anne's business, an immersive technology company creating products to support engagement in the arts, has developed 'SeatViewer,' an online app enabling people with access issues to see the view from any seat, in any venue, helping them to plan ahead by choosing a seat appropriate for their needs. Meanwhile, Barry Robertson has created 'The Grey Hill,' a multimedia tech-based company providing international audiences with accessible theatre content.

Commenting on their success, Chris Moule, head of entrepreneurship and innovation at RGU, said: "We are delighted with Lucy and Ken's success and are very proud that we were able to support them on their journey. It is a fabulous endorsement for both entrepreneurs who came through our Startup Accelerator programme and hopefully encourages staff and students to have a go in the future. The fact that RGU had four excellent finalists, demonstrates the university's approach and commitment to entrepreneurship, both for the individual and within the wider curriculum."

£3.5m investment in isol8

ABERDEEN based oil and gas services firm isol8 has received a £3.5m investment from BGF, the UK and Ireland's most active investor, to support its long-term growth plans, including increasing its staff by 50% over the next 12 months.

The investment from BGF will also be used to develop isol8's zero emissions product portfolio and expand its services into the wellbore construction sector.

Setting a new global standard in zero emission wellbore barriers, isol8's industry-leading technology supports the UK Government's ambition to drive down global methane and carbon dioxide emissions.

It's estimated that successful deployment of isol8's technology could unlock savings of between £1.5m to £7m for platform and subsea wells abandonments. This could translate to savings of between £2bn to £5bn in North Sea well decommissioning costs.

isol8 is the only company in the world known to use underwater soldering to create metallurgically bonded alloy barriers to seal off oil and gas wells.

UK construction needs to innovate

THE UK construction sector cannot 'firefight' inflation but needs to look at a range of levers to manage the prospect of tender price rises to 5.5 % as far ahead as 2025, according to Turner & Townsend.

The company's latest UK Market Intelligence Report (UKMI) shows large upward revisions to its quarterly forecasts.

The business warns that the UK sector should prepare for tender price inflation to remain high in the short to medium-term on the back of rising client demand, heavily disrupted labour markets and dislocated supply chains currently being seen across the UK and global sectors.

The report predicts 5.5% real estate tender price inflation in 2021, up from a spring forecast of 1.5%. The upside forecast suggests some projects may experience inflation of up to 10.0%. Following these highs, inflation is set to settle for a period before normalising to 4.5% in 2025. Infrastructure tender prices lag slightly behind but also show a high medium-term trend, forecast at 3.0% inflation for 2021, increasing to 5.0% by 2025.

The forecasts are underpinned by significant wage and product price rises, with a 14.4% quarter on year increase in average construction weekly earnings in Q2 2021, and 20.1% material cost inflation in the 12 months to July 2021.

The report scuppers hopes that the inflation seen in the past months might subside after a quick economic rebound post-pandemic, with rises being sustained by a wider structural evolution of the UK economy as a result of Brexit, changing consumer behaviour following national lockdowns and the recalibration of the economy around climate action.

RBS funding package helps create Moray jobs

ASSOCIATED Seafoods, trading as Lossie Seafoods and Moray Seafoods, has expanded its base in Buckie, Moray, enabling business innovation and job creation following a £2.7m funding package from Royal Bank of Scotland.

After acquiring both Lossie and Moray Seafoods in 2010, Associated Seafoods consolidated the businesses into one location at Low Street leaving March Road for storage. Now, thanks to steady business growth and demand from UK, North American and most recently Australasian partners, the premium seafoods specialist has refurbished and expanded the original Lossie Seafoods factory with state-of-the-art equipment and proud green credentials.

The investment has created 40 new jobs in the business which has long supported the local economy and continues to be one of the largest employers in Moray. A further 60 roles are to be created over the next three years. This will include encouraging new people into the industry with a further cohort of modern apprenticeships after the success of five recent placements for under 21-year-olds.

Transforming decommissioning

AN IMMERSIVE simulation suite that will transform approaches to offshore decommissioning and renewable energy infrastructure projects in the North Sea has been launched.

The simulation suite is at the National Decommissioning Centre (NDC), a global research and development hub based in Newburgh which is a partnership between the University of Aberdeen and the Net Zero Technology Centre.

The £1.6m suite has been funded jointly by the Scottish Government, the UK Government and the Net Zero Technology Centre through the Aberdeen City Region Deal. It can undertake detailed marine technology and operational simulations as well as complex data modelling and visualisation.

These advanced capabilities provide a safe, virtual environment where users can simulate offshore and subsea operations in real time, such as the removal or installation of energy infrastructure, deploying a range of equipment and vessels to see which are best suited to the task and introducing challenging factors such as variable weather and tidal conditions.

The first funded project to use the simulator is assessing novel techniques for the installation of anchor systems for offshore floating wind turbines.

Working with local company Aubin, the project aims to deliver more cost-effective methods of anchor installation.



Katy Thomson and Lyn Calder

AAB announces tax director promotion

ANDERSON Anderson & Brown (AAB), the tech-enabled business critical services group, has announced the promotion of Katy Thomson to director.

Katy, who is based in the business' Edinburgh office, is a key member of AAB's corporate tax team advising both individual and corporate clients on all aspects of UK corporate and personal tax. She has significant specialist tax experience including a particular emphasis on providing tailored advice on transactions, in conjunction with AAB's corporate finance team.

As a member of the business' 'Expertise to Entrepreneurs' team, Katy provides structuring and tax advice with a commercial focus to entrepreneurs, helping them to navigate complex tax rules and meet their current and longer-term objectives.

Lyn Calder, AAB managing partner – Edinburgh, commented: "Katy's promotion is richly deserved, and recognises not only her skill and extensive technical expertise, but also her contribution and commitment to the business. She has played a significant role in growing our client base in Edinburgh and across the central belt."

"Following our recent merger with Glasgow-based accountancy firm Hardie Caldwell, and our acquisition of Edinburgh-based Purpose HR, we remain committed to developing talent and investing in our ever-growing team. Katy's promotion is the most recent demonstration of that investment and contributes to our ambitions to build and sustain a strong leadership team. In so doing we shall continue to meet our clients' diverse needs across a changing market, both in the UK and globally."



The road to net zero

– The role of the circular economy

CIRCULAR North-east project manager Terri Vogt explains the role of the circular economy to deliver net zero and presents her vision for the region as it adopt a more circular approach.

Much of this issue has been devoted to the move to net zero, the growing urgency of the climate crisis and COP26. Much of the focus on delivering net zero is around the energy transition, how we need to move to renewable energy sources and change our transport fuels. This is however only part of the story.

As important or, arguably more important, are the emissions associated with the materials and goods we use. In fact Zero Waste Scotland has calculated that around four fifths of our carbon footprint comes from the management of waste products and resources.

Our economy is material-intensive so emissions associated with the goods and materials we use from extraction, manufacture, transport, use and disposal are significant. The key to addressing these emissions is moving to a circular economy.

A circular economy is one where we maintain resources circulating in the economy to reduce the need to extract raw materials and prevent

the generation of waste. This involves developing new consumption and production models, designing and managing products to prevent waste, keep products in circulation, repair, reuse, remanufacture and finally recycle.

As well as reducing carbon/tackling the climate crisis there are many

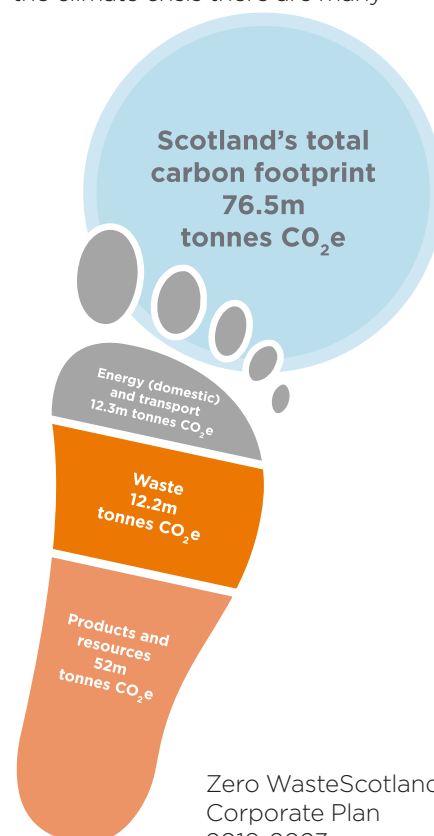
benefits to a city or region moving to a circular economy. These include:

- Encouraging innovation, presenting new business opportunities and job creation
- Reuse of materials within the local economy reduces reliance on long global supply chains
- Improving the resilience of local supply chains, supporting and creating jobs and promoting diversification of the local economy
- Supporting a fairer, more just society. Moving to sharing, leasing and reuse models can give people access to a wider range of goods that would otherwise not have been affordable

So what might our region look like if we moved to a circular economy?

We would make things last

It would be easy to access a repair infrastructure. You could get things repaired or learn to do it yourself if you felt so inclined. Reuse would be mainstreamed at both home and in business; and we would have a growing and successful remanufacturing sector for both industrial and domestic goods, keeping the value of resources in our economy.



Zero WasteScotland
Corporate Plan
2019-2023



Examples of how we can support re-use locally

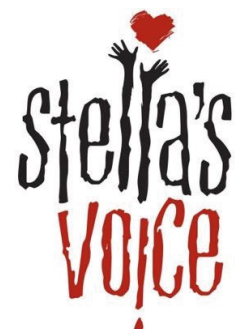
Buying a reused laptop instead of a new one can save 280kg of carbon dioxide emissions, according to a recent Inrego report. Newmachar Golf Club has an initiative collecting old computers from companies for reuse in the local community.



Reuse of steel components avoids emissions associated with the production, machining and assembly of new components.



Reusing office or home furniture saves 80 to 90% of its environmental impact most of which occurs in production.



Using repurposed steel tubulars from the north sea oil and gas industry as piling in onshore construction saves over 97% CO2e over new manufactured prime steel.



The Retuna shopping centre in Sweden focusses on selling recycled, reused, repurposed and second hand items.



The Forum Complex in the Dutch city of Groningen is focussed on selling experiences not stuff.

We would make the best use of space

Our city centres would be thriving. They would have moved from being primarily focused on retail to be focussed on supporting shared space for things like arts and crafts, learning and activity. Redundant buildings would be used for activities such as reuse and repair or even urban farming.

Reducing waste

Refilleries and zero waste hospitality would be the norm. Single use plastics would be avoided, there would be zero food waste and a high public awareness of how to support waste reduction.

Recycling at end of life

The recycling infrastructure would be further developed, significantly reducing the amount of recycled material that we export from the region and providing new business opportunities.

Designing for a circular economy

The principals of net zero would be integral to all new developments. The supply chain would compete on coming up with the most

innovative solutions, reuse would be common place in construction and manufacturing; and all new design-related graduates would have an in depth understanding of the circular economy.

New business and behaviour models

All communities would have the opportunity for transport-sharing and sharing opportunities around areas such as tools, garden machinery etc would be common place. New businesses would be established with innovative business ideas that enable efficient use of resources.

Does this seem unrealistic and utopian? Many of these solutions are readily within our grasp but require the collaboration and commitment across all regional stakeholders to make them happen.



Karin Hayhow

Ice cream brand hosts public tour for first time in over a decade

SCOTLAND'S biggest ice cream brand has opened its farm doors to 12 lucky visitors for the first time in over a decade. Mackie's of Scotland gave their visitors a VIP exclusive tour, with a full 'behind the scenes' look at how they make ice cream and chocolate 'from sky to scoop' at Westertown Farm in Aberdeenshire.

The tickets were sold at the cost of £25 per ticket, with all proceeds being donated to the Muscular Dystrophy Scotland charity.

Lucky tour goers were given exclusive access throughout the farm including a walk through the brand's chocolate factory and the sweetie kitchen where they make honeycomb. The group were able to taste freshly made products throughout.

The VIPs also had a unique tasting session in the new product development kitchen, to try several new flavours not available in the shops, before finally visiting the byre to see the self-milking cows, with the full tour lasting around three hours.

Marketing director at Mackie's of Scotland, Karin Hayhow, said: "This is the first time we have opened our doors to the public since 2010. We are a busy working farm and business, and so it was fascinating to get the reactions from our visitors and seeing the interest on their faces to things we perceive as 'normal'.

"It was an absolute delight to welcome visitors and to share our story with them on what we have achieved and hope to in the future.

"Visitors got a unique perspective on how our ice cream and chocolate is made, as well as the processes and development our teams go through to create the best possible products. This seemed to resonate with tour goers as some mentioned they now feel more connecting knowing our processes!

"We received plenty of feedback from our visitors on how we can make these tours a reoccurring experience, and it is definitely something we will be considering for the future. "The Provenance Festival is a terrific gathering of the best our region has to offer, and we are delighted to be a part of it."

Scotland-wide Elevator contract for io

AN ABERDEEN technology company has secured a Scotland-wide contract with business development organisation, Elevator.

io IT Services will provide support for start-ups and growing companies through Elevator's network of business centres across the North-east, Tayside and Lanarkshire.

Under the three-year deal io will provide the full suite of IT services – including network management, backups and disaster recovery; and cyber security solutions – to staff and entrepreneurs across the organisation's 24 Scottish sites. Recently, io assisted Elevator in achieving Cyber Essentials certification.

With headquarters at the Aberdeen Energy Park, Elevator has 90 members of staff who require instant access to all IT services wherever they are working from, including from home.

In addition to proactive management of its extensive cloud and on-premise infrastructure, io will provide a fully outsourced IT department. Elevator will benefit from a 'people first' approach with io continually reviewing the organisation's IT goals in line with the overall business strategy.

Commsworld works on Digital Towns initiative

COMMSWORLD, the UK's largest independent network provider, has formed a new digital partnership with Scotland's Towns Partnership (STP).

Edinburgh-headquartered Commsworld will work with STP to support its key Digital Towns initiative so organisations in STP's Scotland Improvement Districts the length and breadth of the country are more technology-focused, bringing new data-driven and sustainable benefits to communities which can be shared widely and more equally among citizens.

The partnership underlines the vital importance of reliable connectivity and excellent digital infrastructure to breathe new life into areas hit hard by the CV19 pandemic. This in turn will help not only more businesses and organisations adapt to sell products online but also companies which rely on better bandwidth to communicate with customers and suppliers.

Bruce Strang, chief operating officer at Commsworld, said: "We want to educate every business on how a superfast service can be truly transformative, as well as being delivered at much more cost effective rates to those in rural areas than previously thanks to the likes of Commsworld's UK Optical Core Network, which delivers a superior quality and reliable service from Scottish-based company."

The route to responsible tourism

Jo Robinson,
regional director for Aberdeen and Aberdeenshire, VisitScotland



IN THE midst of the global pandemic over the last 18 months, the world's climate crisis has also been brought into sharp focus.

CV19 enforced closure on the North-east's tourism businesses at a time when the region was beginning to emerge as a cultural and leisure break destination in its own right, moving away from its former economic reliance on oil and gas.

But the pause on visitors has also given businesses the opportunity to think about how they can be greener, more eco-friendly and more aware of sustainability and the environment at a time when the damage we are doing to the planet is evident around the world - 68% of adults in Scotland now agree that climate change is an immediate and urgent problem.

This city region is already leading and innovating in this space. The P&J Live facility was built to the highest environmental standards, making it the most sustainable venue of its type in the UK. With its own innovative energy centre, it uses food and garden waste from around Aberdeen to create hydrogen gas which powers the energy centre supplying heating, cooling and power, not only to P&J Live but also the onsite hotels. It was

designed to be a living environment to attract people and wildlife to the area and over 29,000 trees and shrubs were planted on site.

Other key low-carbon/net zero themed projects in the region include:

- VisitAberdeenshire led a programme of sustainability audits, with advice on developing action plans and a webinar series
- Scotland's largest offshore wind test and demonstration facility, Aberdeen Offshore Wind Farm, is hosted in Aberdeen Bay
- The world's first double-decker hydrogen buses were launched in Aberdeen and the city aspires to make its own hydrogen to power the buses in coming years
- The Net Zero Technology Centre is driving green technology transition in the North Sea

COP26 will be held in Glasgow in November, bringing countries together to agree a comprehensive, ambitious and balanced outcome that takes forward co-ordinated climate action. As part of this, responsible tourism requires the tourism industry, government, public sector, communities and visitors to collectively respond and manage their economic, social and environmental impacts, maximising positive impacts

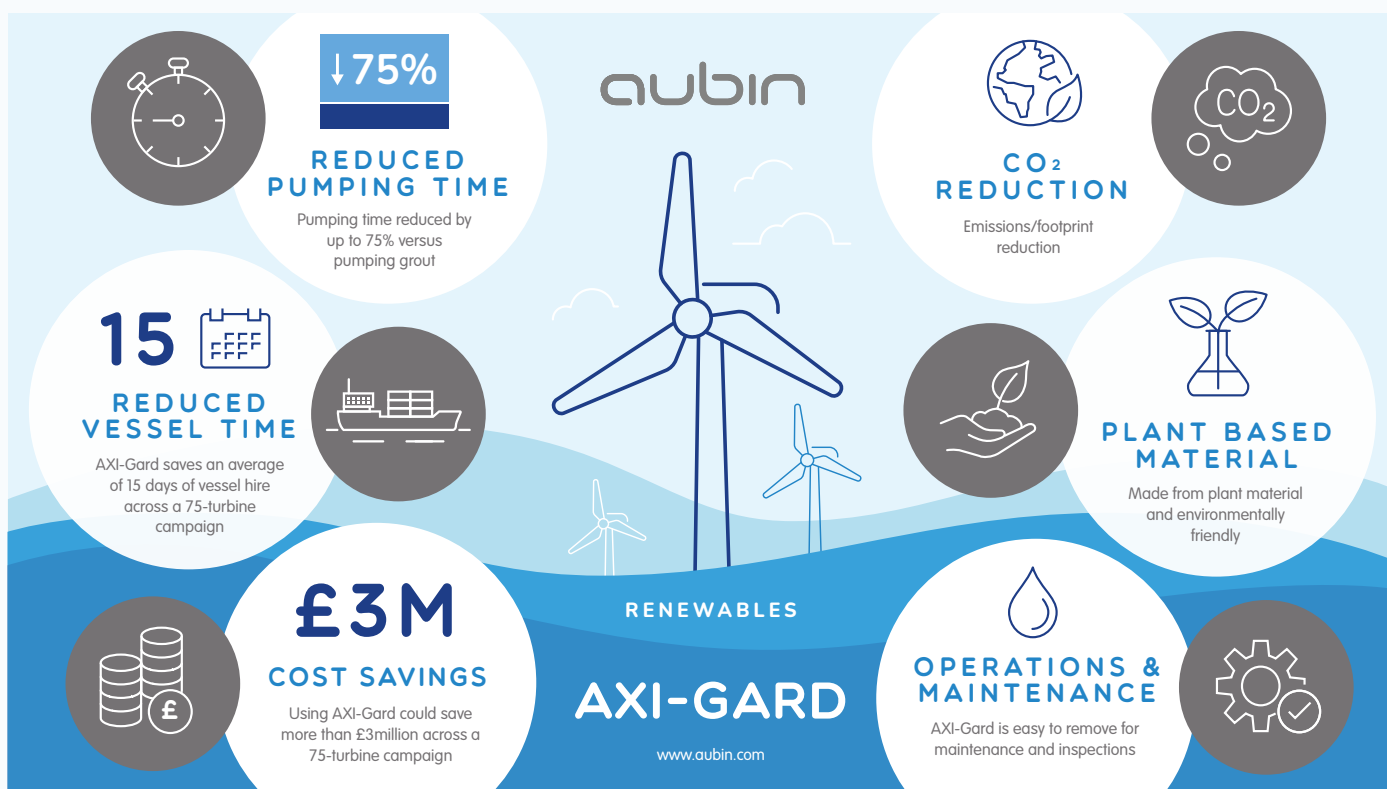
and minimising negative ones, making all forms of tourism sustainable.

Many tourism businesses in Aberdeen and Aberdeenshire are already doing their bit to help combat climate change with measures like reducing their carbon footprint from heating and lighting, using low-energy appliances and bulbs, reducing food waste, conserving water, using less packaging and cutting down on food miles. They are mindful that consumer behaviour is changing and when choosing a holiday, many visitors now actively seek out locations, destinations, accommodation and experiences that put the environment first.









We all have a duty of care to protect our assets for the future - particularly those assets which are so vital to our country's brand and to making Scotland so unique. VisitScotland was the first national tourism organisation to declare a climate emergency through 'Tourism Declares', and we strongly believe that tourism is a force for good - sustaining communities and the economy by creating jobs, tackling depopulation and improving the wellbeing of everyone who experiences it; but only when industry and our natural assets work in harmony together.

AXI-GARD

AXI-Gard is a non-conductive media, which provides corrosion control, typically in the annulus between the transition piece and the monopile. Deployed in splash zones, where oxygen-rich seawater is a significant threat to the integrity of critical elements such as bolts in the monopile, the hydrophobic solution provides protection even if the grout seals fail.



BENEFITS OF USING AXI-GARD

- | | | |
|---|--|---|
|  Environmentally friendly |  Reduced CO ₂ emissions |  Does not need curing |
|  Applied by simply pumping into the annulus |  Compatible with a variety of seals and structural supports |  Can be manufactured locally in UK, EU and USA |
|  Is compliant with structural movement |  Faster pumping reduces vessel cost | |

LOOKING TO FIND OUT MORE INFORMATION OR TO DISCUSS A PROJECT?

Contact one of our industry experts to discuss further.

KEVIN LONIE

Business Development Manager

kevin.lonie@aubingroup.com

EMILIA DAVIS

Business Development Executive

emilia.davis@aubingroup.com



Setting the right foundations

Shane Taylor,
research and policy manager,
Aberdeen & Grampian Chamber
of Commerce



IN THIS issue of the bulletin, the focus, quite rightly, is on the enormous importance of the COP26 conference in driving international action on the climate and the key role that businesses, in all sectors, have in delivering our net zero ambitions.

How business gears up to contribute to net-zero will be a central economic challenge over the coming years. However, as the economy begins to rebuild from the impact of the pandemic, businesses are also continuing to face a range of immediate pressures which are constraining their ability to recover, and subsequently their ability to invest in measures to reduce their carbon footprint.

This strain on levels of investment has been well illustrated in some of the recent data showcased by our quarterly economic survey. British Chambers of Commerce published the latest edition in October, with the survey composed of over 5,700 responses from businesses ranging from Aberdeen to Cornwall.

With CV19 restrictions being pulled away, the data shows a continuation of the steady economic rebound observed over the last few months, with firms generally seeing a boost in activity through sales and future orders.

However, when it comes to some of the fundamental measures of

business health, the data paints a more concerning picture. Improvements in cash flow levels continue to lag behind sales, with micro and small businesses particularly likely to report a decline in their cash flow position. This remains a major concern given the devastating impact that the pandemic had on cash reserves for businesses across the economy.

Alongside this, we're seeing record levels of firms citing inflation as a growing concern, and just under half of businesses expect to raise prices in the coming quarter. For manufacturers, the net balance expecting to increase prices is at the highest level since the national survey began in 1989, primarily driven by rising raw materials costs.

At the same time, persistent skills shortages are creating another constraint to growth. Our data suggests that over 90% of hospitality firms and 75% of service sector businesses have reported recruitment difficulties, another record high.

Unsurprisingly, this complex and uncertain environment is holding back business investment. Only 27% of businesses reported an increase in investment levels this quarter, lagging behind the boost we're seeing in broader economic activity.

To deliver a sustainable recovery, both in terms of the economy and the environment, we need to take immediate action to resolve some of

these pressing issues and give firms the confidence to invest in the future. Via our Winter Plan, Chambers of Commerce have proposed a range of measures that would provide this clarity.

Measures like an immediate expansion of the temporary visa programme for all sectors suffering acute national skills and labour shortages, a business supply taskforce to get ahead of critical supply issues before they create major economic constraints, and an SME energy price cap to protect businesses from the impact of rising energy costs.

This has to go hand in hand with both the Scottish and UK Governments setting out the right environment to help firms to invest as we head into 2022. As I set out in the last edition of the bulletin, significant action to reduce upfront costs like business rates needs to be a part of this.

Businesses are recovering, but the environment remains fragile and uncertain. Both governments must recognise this and prioritise boosting business confidence in their respective budgets over the next few months. Addressing these issues will allow firms to focus on sustainably rebuilding our economy as we look to exit the shadow of the pandemic, and rise to the challenges posed at COP26.

2021 training calendar

Business Development	Nov	Dec
Sales and Account Management Develop a structured approach to selling	5	

Finance	Nov	Dec
Finance - The Basics Develop a broad understanding of business finance	26	
Finance for Non-finance Managers (2 days) Gain an understanding of many aspects of finance and how it impacts business		8-9

Critical Skills for Business	Nov	Dec
Customer Service Excellence Discover the techniques to excel at customer service	16	
Dealing with Difficult Situations Understand the variety of personalities and determine how to alter your approach for each	17	
Emotional Intelligence for Business Develop situational awareness and influence positive outcomes	18	
Negotiating and Influencing Skills Learn tactics and skills of persuasion that lead to success	24	
Renewable Energy and the UK (half day) Gain an understanding of the basics of the UK renewable energy industry	30	
Taking Notes and Minutes (half day) Record meetings effectively and accurately with high quality minutes	23	
Time Management (half day) Identify time wasting activities and manage time more effectively	9	
Train the Trainer Feel confident whilst developing and presenting different types of training	2	
Train the Trainer Advanced Improve training delivery techniques	30	
Understanding the Oil & Gas Industry (half day) Gain an understanding of the basics of oil and gas production and processing	30	

Management and Leadership	Nov	Dec
Essential Management Skills (2 days) Become equipped with the knowledge and skills required of a manager		1-2
Essential Supervisory Skills Bridge the gap between doing and supervising and become confident in delegating tasks	10	
HR for Non-HR Managers Understand responsibilities and techniques in relation to HR requirements	4	
Supervisors Next Steps Improve techniques and add new areas of awareness and understanding	3	

Content correct at the time of printing.
For a full and up to date list of courses visit agcc.co.uk/training.

International Business and Exporting	Nov	Dec
Customs Procedures and Documentation Explore the various customs systems, procedures and documentation		9
Import Procedures, Inward and Outward Processing Avoid the obvious pitfalls when importing to reduce complexities and errors	24	
INCOTerms 2020 (half day) Understand the benefits of International Commercial Terms for buyers and sellers		2
Understanding Export and Export Documentation Understand what is involved in exporting and export documentation to save time and money	18	

Bespoke training

We know that every business is different.

We can tailor a training programme to your requirements, incorporating your company objectives and values along with any additional topics to complement the core delivery. We have standard programmes for graduates, business development and leadership.

There is a learning experience to satisfy every type of learner and requirement and we pride ourselves on quality service provision, adaptability and competitive pricing.

Our bespoke programmes are:

- Scheduled to suit you
- Focused, consistent and relevant to your business needs
- Cost effective with reduced travel and accommodation expenses
- Tailored to exactly what your delegates need to know



Want to find out more?

Speak to our expert training team to discover what we can do for your business.
Contact us: **01224 343902** or **training@agcc.co.uk**

FORREST TRAINING
#never dull #never boring #never forgotten

- One stop shop for training
- Full range of First Aid Qualifications
- Mental Health First Aid at Work
- Safe Handling of People

For more information and to book a training course:
info@forresttraining.co.uk
www.forresttraining.co.uk

Tel: **01224 619227**

FORREST TRAINING
YOU'RE IN SAFE HANDS



The Chamber officially reopened its refreshed office at The Hub in September, creating an enhanced, modern base for the team and an easily accessible, bright function space for members.

Cutting the ribbons (left to right) were Tim Allan, president of Scottish Chambers of Commerce; Cllr Andy Kille, Aberdeenshire council leader; Richard Thomson MP; Cllr Jennifer Stewart, depute provost of Aberdeen City Council; and Russell Borthwick, chief executive of Aberdeen & Grampian Chamber of Commerce.







Professor Catherine Heymans

Aberdeen Science Centre officially opened by Astronomer Royal for Scotland

THE Astronomer Royal for Scotland, Professor Catherine Heymans, officially opened Aberdeen Science Centre on October 8, following its £6m redevelopment.

Aberdeen Science Centre reopened to the public last November after the major project to create an aspirational science centre which reflects the STEM priorities for both industry and education.

Around 100 invited guests attended the event when Professor Heymans, the first woman to be named Astronomer Royal for Scotland, unveiled a commemorative plaque to mark the centre's transformation.

"It is a great honour to join Aberdeen Science Centre in celebration of its reopening," said Professor Heymans. "A fantastic visitor attraction with outstanding interactive hands-on exhibits, Aberdeen Science Centre provides the perfect place for curious young minds to have fun exploring the wonderful world of science and technology."

Bryan Snelling, chief executive of Aberdeen Science Centre, said: "We are delighted to be welcoming Professor Heymans and our invited special guests to mark the official opening of Aberdeen Science Centre following its fantastic redevelopment."

"Although we have had a challenging first year amid the CV19 pandemic, which also delayed our celebratory event, we are now open seven days a week and have welcomed thousands of visitors through the doors, as well as school groups and corporate guests."

"This is a celebration of all the work that has gone into redeveloping the centre to transform it into a modern visitor attraction which showcases STEM innovations through educational and fun exhibits and events."

Swire's aviation contract

SWIRE Energy Services has been awarded a new contract with Ørsted in the UK Southern North Sea.

The two-year contract, with the option of two one-year extensions, covers the provision of helideck services and helicopter refuelling system services for Hornsea One, the largest offshore wind farm in the world, located off the Yorkshire coast.

This contract builds on the previous original equipment manufacturer contract in 2017, for three complete helicopter refuelling systems and includes further scope for the provision of aviation services for additional Hornsea installations later in the project.

Airpac new name reflects diversity

AIRPAC Bukom Oilfield Services, the energy division of rental specialist Vp plc, has rebranded to Airpac Rentals to reflect its capabilities supporting the entire energy sector.

Haydn Davies, managing director, said: "We have developed our rental services in recent years to serve an increasing number of market sectors. Geothermal drilling, wind farms, subsea marine life protection, construction and general industrial applications have all been a developing focus of the business alongside our more traditional oil and gas markets, so we have taken the opportunity to reflect our current and planned future activities via a corporate identity that better explains our scope of supply."

North Star awards daughter craft contract

NORTH Star Renewables has chosen Great Yarmouth based marine and engineering specialist Alicat for the multi-million-pound contract for the build work for its first hybrid powered daughter craft fleet.

Once completed, the vessels with low carbon emission potential are destined for the Dogger Bank Wind Farm, 130km off England's North-west coast.

Following a competitive tender involving multiple UK shipyards, Alicat has been awarded North Star's initial contract to bring its first two daughter craft to the renewables market. They will use the game changing combination of diesel and electric outboards, a world first for this form of workboat.

The daughter craft will be used to safely transfer technicians from their accommodation onboard North Star's service offshore vessels (SOVs), to work on the offshore wind turbines at Dogger Bank A and B. SSE renewables is leading on the construction of the wind farm and Equinor will operate the wind farm for its lifetime of up to 35 years.

Once the third phase is completed and operational, it will become the biggest offshore wind farm ever built and able to generate around 5% of the UK's electricity.

Aberdeen to host major tourism convention

THE 2022 annual convention of travel trade association UKinbound, has been awarded to Aberdeen and Aberdeenshire.

The winning bid was submitted by VisitAberdeenshire, with the convention set to take place in September next year.

It's expected that over 200 businesses from across the UK's diverse inbound tourism sector will attend including tour operators and trade buyers from the UK's key international visitor markets.

Alongside an inspiring keynote speaker address, topical industry debates, and b2b workshops, the event schedule will feature an evening networking dinner.

Working in collaboration with VisitAberdeenshire, UKinbound will coordinate a range of familiarisation trips for delegates, allowing them to experience the diverse tourism offering of the city and Aberdeenshire while aiding the development of key relationships between buyers and local industry.

Joss Croft, chief executive of UKinbound, said: "Aberdeen is a bit of a hidden gem – offering that true Scottish experience of warm welcome, authentic tastes, and fantastic heritage and culture, mixed with awe inspiring landscapes. It will be a great chance to bring these to a new and influential audience."

Working with European partners to save energy

A NEW digital service to help homeowners in the UK and Europe improve the energy performance of their homes is being created as part of a joint €6.7m 'Stronghouse' project between Robert Gordon University and 20 European partners.

The Stronghouse app is a digital one stop-shop where owners can carry out a self-assessment to find out more about the energy efficiency of their homes and to receive guidance, support and information on available grants to renovate their homes.

The new platform also offers advice on European Energy Performance Certificates (EPC), tips on energy efficiency and solutions to help homeowners invest in energy efficiency.

The app is being piloted as part of an 18-month project to help homeowners carry out energy renovation improvements even if their homes don't have a valid EPC. By simply choosing the house type amongst the most common building types in the UK, homeowners are given suggestions that can be carried out by an energy consultant.

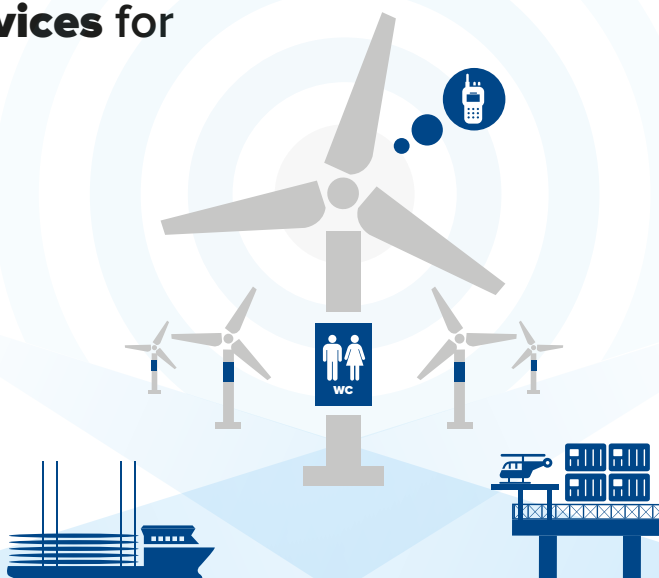
The tool also offers long term step-by-step retrofit plans to help homeowners improve their energy efficiency using cutting edge technologies which are necessary to decarbonise the building stock by 2050.

SUPPORTING GLOBAL ENERGY AMBITIONS



Critical products and services for global energy projects

- Welfare Solutions
- Radio Communications
- Temporary Accommodation
- Offshore Cargo Carrying Units
- Waste Management
- Aviation Support Services
- Logistics & Shore Base Services
- Subsea Services



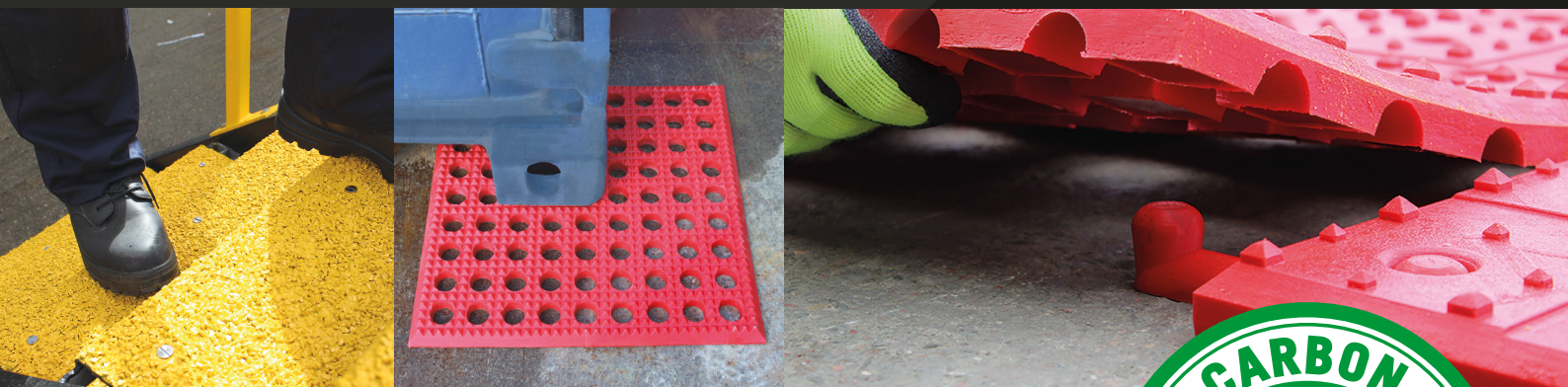
sales@oegoffshore.com
www.oegoffshore.com

Rental | Sales | Design | Engineering | Support | Service



DELIVERING SAFER OUTCOMES

GLOBAL SPECIALISTS IN THE
MANUFACTURE OF HIGH-QUALITY
INDUSTRIAL ANTI-SLIP SAFETY
PRODUCTS.



Proud to be carbon neutral and awarded silver medal status
by Ecovadis for corporate social responsibility - recognised
in the top 25% of businesses assessed.



FOR FURTHER INFORMATION, VISIT OUR WEBSITE:
[SCOTGRIP.COM](https://scotgrip.com) OR CONTACT US: [INFO@SCOTGRIP.COM](mailto:info@scotgrip.com)



Lisa Mitchell,
commercial director, STATS Group

What does your company do that others don't?

We have unique people who make and deploy unique tools. We work in a nimble and responsive way which appeals to our clients and meets their requirements on a wide range of global projects. I can't say problems don't arise but we actually get more compliments about how we handle the unexpected issues than anything else.

What are the most pressing challenges that your industry sector faces today, and why?

The pipeline isolation industry continues to move forward and we strive to stay at the forefront of the sector in all that we do. As we move towards energy transition we are focussed on working with others to look at the applicability and advantages of our tools and methodologies in different environments, including hydrogen and CO2.

What is the hardest lesson you have learned in your career to date?

I think like a lot of women born in the 70s, we were taught you had to hide how you feel or be bulletproof to progress. Initially it was difficult to share more but now I find it a strength that I'm no longer afraid to get it wrong and to tell people about that. It's how we all learn and progress and it prompts others to share their challenges with me too.

What is the most valuable piece of business advice you have ever received?

Don't be afraid to ask the question. It can be quite intimidating when you are starting out and you think everyone else in the room knows more than you – often they do but there are also a few people who are thinking the same thing. As someone who is a commercial specialist in the engineering field, it can be natural to defer to the engineers as they know what they are doing but, in asking those questions anyway, I have either learned something new, or given others a different perspective to consider (or both). It's a win-win and can really enrich the discussions and what everyone takes from them.

What's been your proudest career achievement to date, and why?

When I was appointed to the STATS board of directors in 2015 as it had been my career ambition to be a board director since I set out in the industry many years before. I still feel very proud to be a female board member in the energy industry.

If you could make one thing happen tomorrow that would benefit North-east Scotland, what would it be?

I think there is a great deal of flux in the region right now and so this is a really difficult question to answer. I'm sure the regional councils are wrestling with the same challenge of where they should target efforts and resources. I think one thing of great benefit would be an improved rail transport infrastructure to reach all our towns and villages and allow people more choice in their transport use.



Quick fire round

What was your first job?

A waitress at the Broadstrait Inn.

When would you like to retire?

It's not really something I have a fixed view on or have really considered – I guess when things aren't fun anymore – no sign of that so far though!

What did you have for breakfast?

A protein yoghurt, a banana and a green tea.

Who, or what, inspires you?

My twin daughters, Daisy and Jemima, inspire me to be a role model for them and to show that they can be whatever and whoever they want to be.

What's the last book you read / film you saw?

The last film I saw was "Back to the Future II" – introducing the kids to the classics!



Stacy Angus

Osprey Housing Group names Stacy Angus as new chief executive officer

OSPREY Housing has announced its new chief executive officer Stacy Angus. Currently Osprey's director of housing services, Stacy will be stepping up to succeed Glenn Adcock who is retiring after nearly 11 years with the organisation, the last four as chief executive.

Osprey Housing, a prominent and highly regarded registered social landlord which owns and manages more than 1,800 properties across Aberdeenshire, Aberdeen City and Moray, carried out a robust and thorough recruitment process from a strong field of candidates, from which Stacy emerged as the unanimous choice.

Glenn said that the selection of Stacy was a tribute not only to her skills, talent, and commitment over the past 15 years, but also recognises her development as an exceptional leader.

"I am personally thrilled to see Stacy take the helm at such an important time. I have no doubt she will maintain Osprey's ethos while bringing her own vision to the next chapter of our journey."

Stacy said: 'It's an honour to be taking over from Glenn at such an exciting time for Osprey.'

"My aim as incoming chief executive officer is to build on our current strengths and continual improvement, further embedding and escalating digital transformation. Alongside this we are in a strong position for future growth and development, giving us a wider scope to really make a difference and improve the communities we work in."

'Culture is key, and our core values are at the heart of all that we do. My personal values align fully with those of Osprey, and this is reflected in my leadership style and passion for delivering quality services to tenants.'

SME Spotlight



Grant Maclean,
business development manager,
AV One Solutions

When was your business established?

September 2016.

What does your business do?

AV One Solutions offer a range of audio-visual solutions from displays and digital signage to video conferencing, audio systems, room control, collaboration systems, offshore entertainment systems and full technical planning, set up and delivery of events.

What sort of companies do you do business with?

We work with many different businesses from SMEs to large global corporate businesses across a huge range of markets and industries.

What is the biggest challenge facing your business at the moment?

We are witnessing critical electronic component shortages at a global scale with the potential to significantly threaten production of electronic equipment leading to longer lead times on some hardware. The global electronic component shortage is the result of several factors, problems at production facilities, increased demand from emerging market sectors, the effects of CV19 and increased customs and transportation costs as well as long delays due to clearance checks. The result is unprecedented lead times and often increased costs for those components that are available.

And the biggest opportunity?

As businesses return to the workplace and hybrid working becomes the 'new norm' the technology available to businesses has never been stronger. No matter the size of your business or where people are working, reliable video conferencing is key whether that be in your home or at your office/workplace and we see this as not only a key aspect to any business but our biggest opportunity as an industry expert in this field with strong partnerships with the biggest manufacturers in the market.



helping businesses return to work safely

Contact jim@calpine.co.uk
or telephone **07340 264326**
www.calpine.co.uk

Are you clued up on the benefits of ATA Carnets?

Lorraine Neish,
international trade documentation manager,
Aberdeen & Grampian Chamber of Commerce



AS LIFE continues to return to 'normal' and the world starts to open up again, we are seeing a substantial rise in the requests for ATA Carnets.

Aberdeen & Grampian Chamber of Commerce was the first Chamber in more than 20 years to be awarded a licence to issue ATA Carnets in 2020 and the first in Scotland to deliver the service digitally.

An international customs document, which allows goods to travel duty and tax free across countries for up to one year, a Carnet provides an alternative to the time-consuming task of completing customs documents for each country goods are passing through. It provides a guarantee to overseas Customs officials that if temporarily admitted and items are not re-exported, duties will be paid.

If you are looking to exhibit at a trade show or thinking about how to transport goods or equipment for an exhibition, if you are carrying commercial samples or transporting professional equipment, an ATA Carnet is the best way to temporarily take goods out of the UK.

ATA Carnets facilitate temporary exports to foreign countries and reimportation into the UK. It is worth noting that the Carnet can only be used for goods which will be re-imported in the same state as they were exported. Items for sale, hire, processing and repairs are not covered however.

By presenting an ATA Carnet document to foreign customs, your goods travel duty free and import tax free into any of the 87 countries that are part of the ATA Carnet convention and eliminate the need for customs declarations at border points.

The Chamber helps North-east firms export goods worth around \$900m (USD) to more than 100 countries around the world every year. With customs arrangements coming to the fore for many organisations in 2020, the Chamber took the decision to undertake the rigorous licence application to further increase its support services for local business – and that foresight is paying dividends for our members!

AVC Immedia are one such company. Group operations director Keith Robertson said: "We are delighted

with the service now being offered by Aberdeen & Grampian Chamber of Commerce.

"We regularly complete filming projects around the globe and having the assurance that we can quickly and efficiently secure the required customs paperwork means a much smoother pre-production process and most importantly a far easier entry at destination.

"Having the ability now to complete the forms digitally has been a huge improvement for us as a business and vastly reduces the amount of administration paperwork pre-trip."

If you need international trade support, give us a call on 01224 343908.



Specialist Resource Solutions
Bespoke Complex Care

RECRUITING NOW

Email: recruitment@specialist-resource-solutions.co.uk

Tel: 01224 467 897

www.specialist-resource-solutions.co.uk   





Captain Tom Hutchison, Michelle Mackay, Sid Anverali with Ferryden pupils

Renewables skills boost for local pupils with launch of new activity pack

SCHOOL pupils across Angus and South Aberdeenshire are set to learn about the renewable energy industry blossoming on their doorstep thanks to a new activity pack created by a North-east port in association with one of Scotland's biggest wind projects.

Montrose Port Authority created the activity pack with the backing of Seagreen Wind Energy which is a joint venture between SSE Renewables and TotalEnergies to create the 114-turbine Seagreen Offshore Windfarm 27km off the Angus coast.

The pack, which follows on from a previous set of activities unveiled at the start of lockdown last year, has been distributed electronically to all schools in Angus and the Mearns teaching children about how wind power works, the importance of renewables to the economy and will hopefully encourage the next generation of talent to consider a career in the industry.

Captain Tom Hutchison, chief executive officer and harbourmaster at Montrose Port Authority, said: "We are delighted to once again be engaging with local school children through a colourful and educational activity pack. We know how difficult it has been for school pupils over the last year or so and we hope that this can bring a bit of fun into the classroom as well as teaching pupils about renewable energy, how it benefits the planet and economy, and perhaps we will see some of them choose a career in the sector in future.

"I would like to thank our partners at Seagreen as well as our creative partners for their hard work in putting it all together and making it come to life. We hope that teachers find it useful and that the children have lots of fun working through it - I can't wait to see their finished wind turbine models!"

New purpose built streaming studio

CREATIVE agency Mearns & Gill has launched a purpose-built streaming studio, in partnership with Stream Television.

Mike Wilson, managing director of Mearns & Gill, said: "Over the past year, webinars and digital events have become part of everyday life with multiple video-conferencing platforms now on the market. Our aim was to bring digital events up a level and by incorporating a television quality live stream element, due to our partnership with Stream Television, we can do just that. M&G TV + Stream Television was born out of the desire to elevate digital events in this new hybrid events world.

Stream Television's Roy Stewart and Andrew Dunn have more than 35 years' experience in both corporate events and live broadcast television.

Roy Stewart said: "We have invested in the very latest technology including 4k cameras, vision mixing, green screen, set lighting and audio to allow us to offer live streaming of events to a television broadcast standard. We have already delivered a range of different productions streamed live from our studio in Aberdeen."

Wood expands in Southern North Sea

WOOD, the global consulting and engineering company, continues to expand its operations in the Southern North Sea with the award of a new operations and maintenance contract with Shell UK (SNS) and Nederlandse Aardolie Maatschappij (NAM).

The three-year contract, which comes with two one-year options to extend, includes the provision of manpower to support operations and maintenance, while assessing ways to drive down costs and extend production life across Shell UK (SNS) and NAM onshore and offshore assets.

Clutch of contracts for TEMS

OIL and gas service company TEMS International has been awarded a clutch of new contracts in the Gulf of Mexico.

The independent drilling performance management specialist, which is headquartered in Aberdeen and has offices in Houston and Kuala Lumpur, has secured deals with three oil and gas operators in the American basin.

Varying in duration from 18 months to three years, the contracts have a combined high six-figure value. There is potential for the contracts to be extended and all are with existing clients, demonstrating the value they place in TEMS International's services.

In response to other recent contract awards, six new staff have also been hired. This takes the firm's offshore staff to 25, with an additional five onshore based employees.

The role of IoT in offshore windfarm efficiency

As the UK moves towards greener energy and achieving net zero, and subsequently renewable energy becomes an even more integral part of the global energy infrastructure, 4MS Network Solutions have become actively involved in the offshore wind sector. With a wealth of experience and proven track record in the established oil and gas sector, 4MS' transition to offshore wind brings to the market the latest, smartest communications solutions to everyday challenges, from CCTV, Wifi, PAGA, UHF and VHF radio systems to satellite and marine safety systems. Let's explore the capabilities of IoT technology and how its deployment can improve the operations of turbines and facilitate greater efficiency.

Turbines are often recognised for their complexities, made up of up to 1,000 sensors, actuators, integrating strain gauges, bearing monitors and power conditioning technology, all of which cooperate to control blade speed and power generation. This is where intelligent monitoring plays a critical role in ensuring that everything is performing as it should.

So, where does IoT come in?

IoT is an interconnection via physical objects that are embedded with sensors, processing ability, software and other technologies to connect and exchange data with other devices and systems over the internet. It allows the extension of connectivity to non-traditional internet-enabled objects to remotely control and monitor them. IoT plays a key role in creating a more sustainable future, from sensors extending product lifecycles to IoT-enabled utility grids for renewable resource management.

Due to the remote nature of offshore windfarms deployed in unmanned locations with limited physical security, the need for real time information regarding turbine operation and site conditions is critical. IoT can be integrated into the infrastructure of an offshore windfarm to monitor and regulate changes in activity, identifying scenes of increased risk and compromised safety. With the ability to scale across hundreds of sites and thousands of turbines, IoT technology can be deployed to schedule repair and maintenance activities or improve incident management and emergency response efforts to a significant scale whilst alleviating downtime and improving efficiency.

One of the primary communication requirements of a windfarm is to ensure a daily 24-hour unbroken operation from each turbine's SCADA system. It is essential that the control and data gathered are constantly streamed to and from the fields operating base. To support these operations, 4MS have a highly experienced network engineering team whose knowledge in this area is invaluable in the integration of a reliable IoT system and network for the SCADA system.

With our in-depth sector experience and Cisco Premier partner certification, 4MS is uniquely positioned to deliver IoT solutions for customers in the renewable energy industry. Through consulting, survey, design, procurement, implementation, testing and 24/7/365 support services, we simplify the whole conversation around offshore and vessel-based monitoring, connectivity and digital transformation. We can also offer proof of concepts, giving you certainty about your move into IoT.

Discover what we can do for your organisation. Get in touch today at info@4msnetworks.co.uk.



Networks | Telecoms | Procurement

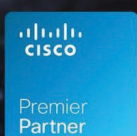
Specialists in design, installation and support of communications infrastructure for all corporate and industrial locations

Networks

- Secure enterprise and industrial network systems consultation, design, supply and installation
- 24/7/365 support from experienced professionals
- Industrial automation and control systems consultancy
- Fully managed offshore Wi-Fi services for crew welfare
- Cyber security consulting, audit and testing
- Asset transitions

Telecoms

- Telecommunications engineering consultancy, survey, design, commissioning and support
- Obsolescence studies and reporting
- Telecoms maintenance campaigns, permanent and ad-hoc personnel, specialist telecoms engineers
- Specialist telecoms project delivery
- Telecoms test equipment and procurement services



2021

THE ANNUAL EMPLOYMENT LAW CONFERENCE

21

Stay across the changes in the employment law landscape at this sector-leading event.

Nov 11

08:30 – 10:30

Online

£50

Annual Employment Law Conference 2021

Scotland's leading employment law advisers Burness Paull LLP and Pinsent Masons LLP combine their resources to deliver the must-attend event for busy HR professionals and SME business owners.

With a dynamic programme of online presentations, industry updates and guest speakers, the high profile Annual Employment Law Conference equips delegates with the essential information, know-how and skills to deal with the demands of employment law and personnel management.

THE ULTIMATE BUSINESS SHOW 2021

NOVEMBER 18, P&J LIVE

SPONSOR EXHIBIT ATTEND

Connect with local suppliers and potential new customers at this free one-day event.

Nov 18

09:00 – 16:00

P&J Live

Free

The Ultimate Business Show

The Ultimate Business Show brings together the best products, services and offers available to businesses in the North-east under one roof. This year's show will champion local procurement and feature around 60 local exhibitors. It's the perfect platform to connect, engage and source local products or services.

Drop into one of our free 30-minute TUBS Talks taking place throughout the day and immerse yourself in the latest thinking and hear our inspirational speakers share their perspective on ways to support the growth and development of your business.



Get ready to kickstart your SPE Offshore Europe experience.

Feb 1

07:30 – 09:30

P&J Live

£55 for members

£75 non-members



Sponsored by:



DNV

Business Breakfast - Energising the race to net zero

Regarded by offshore exploration and production professionals as Europe's premier energy event, SPE Offshore Europe attracts attendees from around the world. As part of the keynote programme, Aberdeen & Grampian Chamber of Commerce will once again host the high-profile breakfast event on the opening day of the show.

Grab your name badge, which saves you queuing and gives you fast track entry, tuck in to a fully cooked breakfast then take your seat for 8.00am to hear our speakers. Places are limited at this event which is traditionally a sell-out.

2022

To see our full programme of events, visit agcc.co.uk/events



COMPASS
PRINT

PRINT IS NOT DEAD.

Print Signage Exhibitions & display Promotional gifts
www.compassprint.co.uk | 01224 875987 | e: info@compassprint.co.uk



**Aberdeen &
Grampian
Chamber of
Commerce**



VisitBritain

EVENTS
NOVEMBER 2021

THE ULTIMATE BUSINESS SHOW 2021

NOVEMBER 18, P&J LIVE

TUBSTALKS

09:30 - 10:00

Mary Holland

Developing the Young
Workforce North East

The importance of investing
in young people

11:30 - 12:00

Terri Vogt

Circular North-east

Circular Economy:
A guide for SMEs

14:00 - 14:30

David Tawse

Nimbus Blue

Is it risky to use public Wi-Fi?

10:30 - 11:00

Mervyn Stanley

Cameron Carnegie

Target, structure and plan
your post CV19 business
development success

13:00 - 13:30

Cerri McDonald

Prospect 13

Content marketing:
Shifting trends for 2022

15:00 - 15:30

John Little

Indaver

Supply chain opportunities
at the NESS energy project



Pete Edwards

A new post has been announced to help the University of Aberdeen play a key role in the North-east's recovery and redevelopment post-pandemic. Professor Pete Edwards – who has been head of the university's School of Natural and Computing Sciences – will take on the new position of vice-principal for regional engagement and regional recovery.



Bruce McLeod

Pinsent Masons has appointed oil and gas specialist Bruce McLeod as a partner based in its Aberdeen office. Bruce has an extensive track-record advising on oil and gas infrastructure and M&A negotiations and has been central to several innovative deals, particularly in the UK and Egypt.



Natisha Burnett

Aberdeenshire-based PR and marketing consultancy Bold St Media has appointed Natisha Burnett as an account executive. A graduate of Robert Gordon's University, she has almost five years PR and marketing experience in the entertainment and energy sectors.



Ken Gilmartin

Wood has appointed Ken Gilmartin as new chief operating officer and the latest member of the company's executive leadership team. Gilmartin joins Wood as a direct replacement for Dave Stewart, who will retire at the end of the year following a 25-year career at Wood.



Stuart Wood

Stuart Wood has been promoted to account manager / HSEQ representative with Bethan Customs. Stuart's new position will involve him taking more of a lead with his own clients, as well as providing support to customs manager Elaine Lownds and commercial support to managing director Nicola Alexander.



Luke McColl

Phil Anderson Financial Services has appointed Luke McColl as a financial adviser in its expanding Caithness branch. The award-winning independent firm supported the former Wick High School pupil to complete his professional exams, before offering him a role within the Wick team.



Matt Street

AGR has appointed Matt Street as well engineering manager, to be based at the company's Aberdeen office. A senior energy industry professional who has worked on numerous well projects, he has more than 20 years of experience in global offshore operations and a background spanning rig contractors, well management contractors and operators.



Robert Gulyas

Crane Worldwide Logistics has appointed Robert Gulyas to global vice president, automotive and industrial. He has more than 20 years of experience in the transportation and logistics industry. Following assignments with established logistics service providers, he has held various commercial positions supporting multinational clients' growth.



Acumen
Financial Planning

READY FOR LIFE AFTER WORK?

- Pensions & Retirement Planning
- Investments
- Employee Benefits
- Estate Planning

Acumen Financial Planning Limited is authorised and regulated by the Financial Conduct Authority. FCA number 218745.



ACUMENFP.COM



Andrew Hodgson

The £13m UK and Scottish Government-backed, Global Underwater Hub (GUH) has appointed its first chair. Andrew Hodgson will take up the role as Subsea UK transitions into a new strategically focused organisation that will transform the UK's £8bn underwater industry into one of the largest and fastest-growing industries in the country.



Sarah Moore

Peterson has announced that Sarah Moore will succeed Erwin Kooij as chief executive officer. Sarah has worked with Peterson since 2009, holding several pivotal roles including as innovation and projects director and most recently executive director. She brings considerable experience in energy logistics and internationalisation to the role.



David Molloy

Global integrated solutions specialist EnerMech has appointed David Molloy as general counsel and head of contracts to support the business as it continues to grow in new territories and regions. Licensed to practice law since 1999, David, who is based in Houston, has more than 20 years' in-house legal experience in the energy sector.



Fraser Taylor

Fraser Taylor has joined CHAP Group as its operations director. Fraser will oversee CHAP's construction and civils production operations and will play a key role in the delivery of CHAP's ambitious growth plans.

Other recent appointments

Finch Global Ltd has appointed **Luis Arandia** as managing director. Over the last 30 years Luis has worked across more than 20 countries on four continents. He has managed teams in a range of sectors from sustainable forestry to mining and oil and gas.

Ashfield Land has appointed **Nick Harris** as a development surveyor in its London office and **Declan O'Neill** as a development surveyor in its Glasgow office. Both hires are part of Ashfield Land's strategy of building back from the short-term impacts of the pandemic on the property market.

PR and marketing consultancy Korero has expanded its team after securing contracts totalling more than £100k. As part of an ongoing growth drive, Korero has appointed **Liam Simpson** as a digital marketing coordinator and **Emily Findlay** as a senior account executive.

UK architecture and planning practice Halliday Fraser Munro has expanded its team with the appointment of **David Shaw** as projects director. He has 16 years' experience and joins the firm's growing Glasgow office.

Befriend a Child has appointed **Katie Kyle** as its new head of fundraising and marketing. Katie will be leading the team to generate income, enhance visibility and will be putting a three-year fundraising and marketing strategy in place for the charity.

Susie Mountain, accredited family law specialist of Brodies LLP, and based in Aberdeen, has become a solicitor advocate following an introduction to the court ceremony at the Court of Session, Edinburgh.

EnerMech has secured a raft of significant new business in the Americas. It has appointed **Rob Bleicher** as its vice president of business development to drive forward its strategic growth plans in the region.

Anderson Anderson & Brown (AAB), the tech-enabled business critical services group, has announced six new appointments to its Virtual Finance Function (VFF). **Arlene Cumming** has re-joined as a senior manager, **Alex Wheelan** has also joined as a manager. **Alina Burns**, **Mandy Ross** and **Keri Innes** all join as assistant managers and **Sarah Drummond** is the team's first graduate trainee.

Johnston Carmichael has appointed three of its partners to board level as part of its strategy of having a strong succession plan for the senior leadership team of the firm. The new members are **Graham Marjoribanks**, head of audit and assurance, **Lynne Walker**, head of business advisory and **Shaun Millican**, head of technology and life sciences.



Karen David-Green

Expro Group has appointed Karen David-Green to the newly created position of chief communications, stakeholder and sustainability officer. A seasoned executive with considerable experience leading communications, marketing and investor relations functions, she is responsible for leading engagement with key stakeholders.



Cameron Sim

Aberdeen-based digital marketing firm Razor Digital Media has appointed Cameron Sim as a director. Cameron has more than 20 years of commercial experience in Aberdeen specialising in the marketing and advertising industry. He is skilled in business planning, advertising, sales and marketing and has worked extensively with businesses and retailers in the North-east.



Richard Marsh

Financial and business advisory firm Grant Thornton UK LLP has promoted private tax director Richard Marsh to partner. Richard will head up the private wealth area of the south team from the firm's Bristol office.



Craig Cunningham

Craig Cunningham has been appointed commercial manager for Corporate Moves to support its continued growth strategy. He brings more than 20 years' sales management experience gained in varied and challenging commercial markets. He is tasked with opening up new channels and opportunities and to oversee all commercial aspects of the business.



Dave Holmes

REDA Oilfield UK has recently welcomed Dave Holmes to its sales team as part of the continued expansion of their industrial, marine and environmental business. Dave joins as sales manager with new products and project management responsibilities as a major part of the expansion will be to bring diversity to the business.



Niall Macleod

Savills has appointed Niall Macleod as director and head of residential development in Aberdeen. Niall was previously land director with Dandara and has been at the forefront of many significant land deals in the North-east of Scotland and beyond.



Frank Mackenzie

Communications specialist CFN is targeting continued growth by appointing Frank Mackenzie to the newly created role of regional sales manager.



Geoff Morrison

Aberdeen-headquartered Vysus Group has appointed Geoff Morrison as chief financial officer to help drive and support the next stage of the business's development. Geoff has more than 20 years of experience working in the energy industry both in Aberdeen and internationally.

**NORTH-EAST
JOBS**

Explore the latest
vacancies from our
members at **agcc.co.uk**

Other recent appointments

Remarkable has appointed **Gillian Frame** as its new chair. An experienced business leader, HR professional and executive coach she has more than 25 years' experience in people and HR management, leadership development and coaching.

Multinational law firm Pinsent Masons has strengthened its climate change offering with the appointment of two Scottish-based lawyers to senior positions. **Michael Watson** has been named as the firm's new head of climate change mitigation and sustainability (CCMS) team, while former Ofgem general counsel, **Euan McVicar**, rejoins the firm as senior climate adviser.

Aberdeen Considine has boosted its dispute resolution team with the appointment of a banking and commercial litigation specialist in Aberdeen. **Elaine Elder** is joining the firm's nationwide dispute resolution team following substantial growth in business volumes. **Karolina Naglik** meanwhile has joined the dispute resolution team as a trainee in Aberdeen.

Siobhan Jaffray has joined Moment as commercial executive. Siobhan has considerable experience in sales with 13 years in hospitality.

The Aberdeen regional accountancy firm Azets has strengthened its new corporate tax team with the appointment of **Jenna McDonald** and **Chelsea Robertson** as corporate tax managers.

Katoni has appointed **James Keachie** as head of consultancy and **Duncan Brown** as head of engineering. These roles will help Katoni with its continued growth and to meet client demand.

Anderson Anderson & Brown (AAB), the tech-enabled business critical services group, has announced the promotion of **Katy Thomson** to director.

Nucore Group, a specialist engineering company which provides safety products and services for hazardous environments has made two senior promotions. **John Moore** and **Russell Bell** take on new roles in the company as product line directors. Russell has been with the business for 22 years, since founding HVAC&R in 1999. He remained co-owner of HVAC&R until 2016, following that with roles as engineering director, services director, HVAC director, and Nucore technical director. John has been with the company for six years, latterly as operations manager. He will now head up the fire and security, and fire and safety teams.



Brian Ritchie

Sector leaders merge in world-class move

THE merger of two sector leaders has led to the creation of a new name in specialist waste management services, specialist industrial services and process decontamination.

With the acquisition of Hazco Environmental by Denholm Macnamee in March 2020 the company's staff doubled to 140 across its Invergordon, Grangemouth and Inverurie bases. This augmented the earlier purchase out of administration of the trade and assets of Invergordon-based MSIS Group in September 2019.

Now, in a strategic move to capitalise on energy transition opportunities, Denholm Environmental Limited has been founded to provide world-class liquid waste management, specialist industrial cleaning and process decontamination services and grow its client base, onshore, offshore and overseas.

It is anticipated that the latest move will lead to the creation of more jobs across its three sites in the months ahead.

Denholm Environmental managing director, Brian Ritchie, said: "This is not a shift in focus but an addition to what we do and the opportunity to broaden our horizons and meet our growth and sustainability strategies. We understand that the key to our future sustainability and growth lies in striking a careful balance between traditional and emerging markets.

"By celebrating our strengths and synergies under the new Denholm Environmental banner, we hope to further enhance our already expansive service offering to current and future clients and we look forward to forging a successful future as one."



**Aberdeen &
Grampian
Chamber of
Commerce**



Reducing carbon in building projects

ARCHITECTURE and planning practice Halliday Fraser Munro has launched its far-reaching Replanet initiative which underpins the journey to carbon zero and its commitment to a sustainable future for all.

The firm, headquartered in Scotland and working on projects across the UK, says it has always been led by its social, economic and environmental responsibilities. But the growing climate crisis has prompted a step change in sustainability around the globe and Halliday Fraser Munro wants to continue to be at the forefront of rising to environmental challenges.

The World Green Building Council estimates that buildings and construction account for 39% of the world's total carbon emissions. Halliday Fraser Munro says this finding demonstrates the sheer scale of what must be achieved if the planet is to be protected from catastrophic climate change.

As part of Replanet, the firm has launched a brochure, video and infographic timeline showing the journey to carbon zero emissions. As a practice, Halliday Fraser Munro achieved net zero in March 2021.

In collaboration with its clients and contractors, Halliday Fraser Munro says the collective knowledge supply chains will be used to reduce the embodied carbon in all projects. Using its expertise in building information modelling (BIM) software, it will ensure that clients and their end users have the necessary tools to operate buildings sustainably and economically.

Peterson set to achieve carbon neutral status by end of 2022

INTERNATIONAL energy logistics provider Peterson has announced its sustainability goal to be carbon neutral by the end of 2022.

The plans include all 27 Peterson sites operating in seven countries which will be achieved through the PAS2060 accreditation scheme.

Keith Dawson, HSEQ director at Peterson, said: "We are delighted to announce our plans to achieve carbon neutrality across the business by reducing operational emissions and investing in energy efficient plant, facilities and technology solutions.

"As a global organisation, we are fully committed to minimising our operational impact on the environment and its resources by providing innovative and sustainable services throughout the entire energy life cycle of the energy logistics and supply chain industry."

Sustainability is integrated into Peterson's social responsibility (CSR) programme, 'Dare to Care', and is based on four robust sustainability pillars: customers, employees, environment, and community. Each pillar represents a social aspect of the company it aims to uphold in order to demonstrate a positive role in the communities and wider society it operates in.



OE 2022
1-4 FEB 2022
Offshore Europe ABERDEEN, UK

SPE Offshore Europe
CONFERENCE & EXHIBITION

FUELLING THE ENERGY TRANSITION - TOGETHER

CONNECTING YOU WITH THE UPSTREAM OIL AND GAS INDUSTRY

WHY VISIT OE22?

- Discover the Latest Upstream Technologies from prominent exhibitors
- Learn with high calibre free-to-attend Conference content
- Connect with E&P professionals

Email: OETeam@reedexpo.co.uk
Call: +44(0)208 910 7098
Visit: offshore-europe.co.uk

 [@SPE_OE](https://twitter.com/SPE_OE)
 facebook.com/OffshoreEurope
 linkedin.com/company/SPEOffshoreEurope

Organised by





Jennifer Martin and Colin Smith from Bancon Homes with the Mintlaw Boys Club

Bancon Homes, Aden Meadows, teams up with Mintlaw Boys Football Club

AS PART of its ongoing commitment to the local community Bancon Homes, Aden Meadows, has become the official kit sponsor for Mintlaw Boys Club 2012 football team for the 2021/22 season.

Run by volunteer coaches, Mintlaw Boys Club is a community-based football club providing training and football skills to children in Mintlaw and the surrounding areas.

Commenting on the news Michelle McDonald, club secretary, said: "We were delighted when Bancon Homes offered to sponsor us with the purchase of the new kit for the 2012's team. To their credit, they have chosen to play an active part in supporting the local community and its young people. On behalf of the club, and all the 2012 team members – thank you."

Allan Clow, managing director of Bancon Homes said: "We're delighted to sponsor Mintlaw Boys Club 2012's and to support the team in purchasing new kit. It's important to us as a business to play an active role in our local community and we hope that the new kit will inspire the team this year."

Scotgrip teams up with Craig International

SCOTGRIP International, the market leader in the UK energy industry for safety and anti-slip flooring, has agreed a new long-term formal business co-operation with global leaders in oilfield procurement services Craig International to design, manufacture and supply their products across a number of worldwide locations.

The partnership with Craig International enables Scotgrip International to continue expanding its global reach into new regions and sectors, whilst supporting Craig International's offering and supply chain by collaborating with a carbon neutral accredited organisation.

This partnership follows a successful period of growth for Scotgrip International, which recently announced the appointment of Aberdeen entrepreneur George Yule as chairman and subsequently rebranded to reflect its global growth aspirations.

DigitalBoost helps tour operator create app

A TOUR guide operator has successfully launched its own app and grown its commercial offering by 15% after receiving support from DigitalBoost, Scotland's national digital upskilling programme, delivered by Business Gateway.

Grampian Escapes and Tours offers single day food tours in the city of Aberdeen and other tours around the North-east of Scotland, combining popular attractions and impressive sights along with off the beaten track experiences.

Blue Water expands in Canada

BLUE Water Shipping is expanding its reefer activities (refrigerated shipping) in the North Atlantic Region following the acquisition of Newfoundland-based Freightway International.

For year, reefer transport and logistics have been one of the vital activities for Blue Water Shipping.

The acquisition of Freightway International will strengthen Blue Water's focus on the Canadian and the North Atlantic markets.

"It is an essential strategic step for us to get Blue Water facilities and an office in Canada," said Frank Madsen, global director reefer sea, Blue Water Shipping.

"It will allow us to expand our current range of services to the Canadian markets – and with the acquisition of Freightway International, we get a strong foothold in an important segment for us."

Best of the pests

SCOTTISH family firm Graham Pest Control was named Syngenta 2021 UK Pest Business of the Year in the inaugural National Pest Awards at a ceremony in House of Commons in London.

The operation, spearheaded by brothers Ross and Stuart Graham, also captured the Large Company of the Year accolade.

The event, staged by Pest magazine and backed by several leading industry organisations, showcased the best of British in the fast-expanding pest control sector.

Graham Pest Control employs 65 members of staff at its Perthshire headquarters and satellite bases in Aberdeen, Glasgow, Edinburgh and Inverness, with the Graham Environmental Services Group workforce nudging towards 100.

Clients include local authorities, hotels, golf clubs and football clubs.

Welcome to the Chamber



Alzheimer Scotland - Action on Dementia

T 0141 410 1071
W www.alzscot.org
E aturnbull@alzscot.org
C Aileen Turnbull, stakeholder engagement leader



Jamie Cameron 3D Graphics Ltd

Bring vision to reality. Specialising in high-realism 3D visualisation and interactive media, Jamie Cameron works with clients across energy, technology, property and design to help them share ideas more effectively through unique digital experiences. Their work can help you launch, market, get traction and generate revenue – bringing the results you need.

T 07804 669082
W www.jamie-cameron.com
E info@jamie-cameron.com
C Jamie Cameron, managing director



ANSA

ANSA is an independent team of multidisciplinary data analysis experts, providing a comprehensive portfolio of data processing, analysis and interpretation services to the global energy industry. All our services are underpinned by robust quality management and further strengthened by our Fast Turn Around (FTA) service that delivers critical information in an accelerated timescale.

W www.ansa-data.com
E sales@ansa-data.com
C Alan Walsh, managing director



NKY Consulting

NKY Consulting are chartered accountants that provide accountancy, business growth and consulting solutions. Their team supports companies across a range of sectors, from energy to hospitality and more. Through innovative technology and the expertise of its people, they make the complicated simple.

T 07753 841097
W www.nkyconsulting.co.uk
E neil.yeoman@nkyconsulting.co.uk
C Neil Yeoman, managing director



Forrest Training Ltd

Forrest Training is a local training provider, delivering training to any and every industry in the North-east of Scotland but we specialise in supporting the health and social care sector. We deliver first aid, moving and handling as well as condition specific training such as epilepsy, autism and learning disability awareness. We also have a range of online training, including mental health first aid and e-learning suites.

T 01224 619227
W www.forresttraining.co.uk
E info@forresttraining.co.uk
C Kelly Forrest, co-owner



Specsavers Aberdeen Ltd

Retail/opticians.

T 01224 641234
W www.specsavers.co.uk/stores/aberdeen
E Adam.fairley@specsavers.com
C Adam Fairley, business development and general manager



Health Shield Friendly Society Ltd

Provider of employee health products including health cash plan, Breeze - digital wellbeing platform, health screenings and occupational health services.

T 01270 588555
W www.healthshield.co.uk
E jdoyle@healthshield.co.uk
C Jennie Doyle, marketing manager

#TUBS2021

NOVEMBER 18, P&J LIVE

Visit agcc.co.uk/events for full details



Accelerating the transition to an economically and environmentally sustainable future.

SERVICES AVAILABLE

CARBON ACCOUNTING

Assess your business' carbon footprint using our cloud based CalcPlus© system

CARBON EMISSIONS VERIFICATION

Compare the environmental impact of two rival products or services

OFFSETTING

Offset residual emissions by supporting global sustainability projects

MANDATORY REPORTING ASSISTANCE

ESOS & SECR reporting support

FEASIBILITY STUDIES

Weigh up the cost and impact of implementing low carbon solutions

NET ZERO STRATEGIES

Tailor a net zero strategy specific to your business model

ARE YOU AWARE OF NET ZERO?

A recent BSI Report highlighted that out of 1000 senior UK decision makers surveyed, only 10% were aware of net zero and how it impacted their organisation.

Carbon-Zero are a Carbon Accounting, Sustainability and Energy Efficiency consultancy based in the UK, assisting businesses, around the world, on their transition to an environmentally and economically sustainable future.

Businesses of all sizes are now realising the benefits of reducing their carbon-emissions and a move towards net zero helps raise their business profile through:

- First mover advantage
- Market differentiation
- Improved tender scoring
- Future proof against regulation
- Increased staff morale and ESG profile

Our team of PRINCE2 qualified, professional project managers have over 30 years of combined experience working in industry and major projects across a variety of business sectors.

We are ISO 15001 and IEMA certified to carry out both Business Carbon Assessments and Energy Assessment Surveys, and will use these skillsets to help enact real change within your business.

We have a wealth of experience working globally on low carbon and sustainability projects in Europe, Africa, Asia and North America and across a wide variety of markets from agriculture and fishing, to freight management, oil and gas and renewables.

No matter the size, scale or complexity of your business operation, Carbon-Zero can provide accurate analysis of your carbon emissions, as well as high impact solutions to help reduce them.



PATEK PHILIPPE

GENEVE

BEGIN YOUR OWN TRADITION



YOU NEVER ACTUALLY OWN A PATEK PHILIPPE.
YOU MERELY LOOK AFTER IT FOR THE NEXT GENERATION.

ANNUAL CALENDAR REF. 5205R

Jamieson & Carry

142 Union Street, Aberdeen
Tel: 01224 641219