

BUSINESS BULLETIN

Acorn wins UK Government support

Prime Minister Rishi Sunak grants Track-2 status to St Fergus CCUS scheme.

Page 7

The own goal of using North Sea as a political football

Windfall tax continues to strangle investment in UKCS.

Page 10

The whinger takes it all

Ryan Crighton on how the North-east is winning its battle to retain energy capital status.

Page 28

Exclusive:
**bp boss outlines
exciting future for
North sea**



Aberdeen &
Grampian
Chamber of
Commerce



MAINTAINING A BETTER WORLD

'Maintaining' is what we do, **'a Better World'** is the value we add for all our stakeholders:



for the
PEOPLE
who work for us



for the
PLANET
we live on



for the
CLIENTS
we work for



for the
SHAREHOLDER
who entrusts us

Guided by our purpose, 'Maintaining a Better World', we're committed to creating meaningful change.

By embedding this mind-set throughout our operations, we continue to create a sustainable impact and bring long-term value for our employees and clients, as well as the communities and environments we work in.



CARING FOR OUR COMMUNITIES

We strive to align our organisation's goals to local stakeholder needs. This is made possible through our contribution to local communities, our aspirations to create sustainable growth, protect our shared environment and improve the lives of the individuals we neighbour. We care about the people and places we impact.

Recognising our role goes beyond charitable donations, we also value the time and dedication of our employees who support our communities, where we live and work.

Our corporate social responsibility efforts focus on four key areas:



NURTURING THE NEXT GENERATION

We believe the secret to readying our industry for the energy transition, lies within our people. More specifically, how we nurture young talent. Through employee development, apprenticeship and graduate schemes, we aim to create a transition-ready workforce in a sustainable manner.

“ In 2020, Stork achieved the gold standard in Investors in People and more recently won a number of industry awards for our workforce engagement and employee culture. None of this would be possible if we didn't evolve as a company and that includes our people too. ”

It requires a combination of existing expertise, cultivating fresh ideas in a new generation that allows us to evolve at pace. Prime examples are Stork's apprenticeship schemes. They enable us to play our part in addressing future skills requirements faced throughout industries, as well as creating flexible training options to ensure we develop the right skills for the sectors we work in.

Through their hands-on training, our apprentices work across multiple sectors. This diverse experience allows them to transfer best practises and knowledge from each industry, to the benefit of our clients and employees alike.



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OUR HERITAGE HAS SHAPED OUR FUTURE

With almost half a century's worth of offshore oil and gas heritage, we use the same skills, knowledge and experience to embrace our diverse future; delivering what we do best throughout many sectors.

Through close collaboration with our clients, we have successfully expanded our integrated solutions into multiple sectors throughout the UK, including energy transition and security.

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»» QUALITY SERVICES

»» PLANT & EQUIPMENT HIRE

This is down to our proven experience, best-in-class health and safety culture, award-winning employee engagement, strong project management approach and smart technology solutions. Transferring all of this from our traditional offshore market has enabled us to successfully foster growth in new industries.

Now more than ever, Stork is here to support clients across a spectrum of industries, with their wide-ranging challenges; from the decarbonisation of existing facilities to helping them navigate the path through their particular energy transition journey.

This includes working with our clients to assess their current infrastructure, discussing their aspirations in present and future sectors, identifying a range of emission reduction opportunities, development of business cases and then implementing the right solutions.

We're here to assist our clients on their energy transition, no matter where they are on their journey.

1979

1983

1987

1996

1999

2005

2006

2011

2012

2016

2023



Rigblast was established



Rigblast purchased Electrothermal

Aqua-Dyne

Rigblast acquired Aqua-Dyne



Rigblast Group Ltd formed which included: Rigblast Energy Services, Tees Marine, Aaronite, Durastic and Palmers Corrosion Control



Cooperheat acquired by Stork



RBG formed with the joining of Rigblast Group, Mach-Ten and MacGregor



iicorr purchased by Stork



RBG acquired by Stork



Stork Technical Services was established in the UK



Fluor acquired Stork globally



Looking to the next 50 years...



STEADFAST THROUGHOUT AN ASSET'S LIFE

While embracing change, we continue to support our clients during every stage of their asset's life cycle, from construction and commissioning, maintenance, operations, shutdowns and turnarounds, through to late life management and decommissioning.

Stork's 40+ years of proven track record, coupled with our in-depth processes and methods are all tried and tested. We ensure safe, cost-effective and environmentally friendly solutions, no matter how complex our client's requirements are.

For example, throughout all offshore topside decommissioning phases, Stork delivers. From preparation to cessation of production, access solutions, process and utilities separation, specialist industrial cleaning and decontamination, through to inspection, cold cutting and the disconnection, removal and disposal of hardware. This allows our clients to implement an efficient all-inclusive solution.

EMBRACING CHANGE

Stork is here to support the energy transition through our asset optimisation practices, late life management expertise and smart maintenance technologies.

Business-as-usual is not an option in answering tomorrow's challenges and opportunities. Embracing digitalisation is an enabler to improve operational performance and competitiveness throughout the value chain.

Stork continues to deliver new and innovative ways of working; from virtual collaboration, smart maintenance to remote inspections, real-time analysis of valuable asset data and project close out through digital reporting.

By maintaining a better world, we are committed to adding value to our client's operations; helping to make them more sustainable, while also decarbonising our own footprint.



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Contents

SEPTEMBER 2023

Focus on Energy



10

The own goal of using North Sea as a political football



54

It's and, not or



72

The economic medicine will take time to work

Regulars

| | PAGE |
|--|------|
| HOT TOPIC Your thoughts on the burning issues of the day | 17 |
| POLICY UPDATE Ryan Crighton, AGCC | 28 |
| INTERNATIONAL UPDATE Lorraine Neish, AGCC | 53 |
| TRAINING CALENDAR Upcoming courses | 90 |
| ON THE MOVE Who is going places in the region? | 102 |

Back to the future

So where did that half century go?

In the early 1970s the Aberdeen region - long famous for its rich agriculture and fisheries industries, textiles, granite, paper production, international trade and historic education institutions - was facing an exciting new frontier.

Fuelled initially by a number of gas deposits being found in the North Sea, the discovery of the Forties field by BP sparked the black gold rush that was to transform Aberdeen into the Oil Capital of Europe and act as a godsend to the UK Treasury.

The pioneering spirit for which the people of the area were renowned was embraced and it helped to shape a whole new industry.

Initially a tale of poorly equipped companies battling against the elements in their quest for riches, the story of Offshore Europe is not dissimilar.

Against a background of massive promise and reflecting the thirst for knowledge and information exchange in these early days, the organisers of, what was at the time, Offshore Scotland cobbled together an event staged in March 1973 using tents in the Chemistry Car Park at University of Aberdeen with the conference element held in the Arts Centre.

Despite warnings that early Spring was no time for such a venture in the North-east of Scotland, the 140 exhibitors complained of the heat as the sun blazed down on the canvas roof. It had begun.

Subsequent shows grew exponentially and as the potential became clear, competition intensified from other places including London and Glasgow to host this prestigious biennial event. Without proper facilities, Aberdeen faced being left in the wilderness.

Again, the organisers echoed the entrepreneurial spirit of the place by

overcoming many challenges to see a new state-of-the-art conference venue (AECC) completed just in time for the 1985 show.

My own first recollection of Offshore Europe came in my role as Circulation Executive at Aberdeen Journals in 1987. I conjure up distant memories of Stetsons and cowboy boots (probably made up). And of overflowing bars, goodie bags and thousands of sponsored complimentary copies of the P&J (totally true).

And the story of this iconic event has remained closely mapped to the fortunes of its host city and the energy sector over the subsequent decades of bust, boom, opportunity and societal change.

By 2003 it was accepted that Offshore Europe was second globally in significance behind only OTC in Houston and was acquired as part of a wider deal by Reed Exhibitions (now RX) with the aim of continuing to build its reputation and expand on its success.

The 2009 show took place in the shadow of the global financial crash but buoyed by strong oil prices and continued confidence that operators and the supply chain could invest and innovate to develop new technology that made viable previously hard to reach hydrocarbon deposits in the North Sea basin.

Fast forward six years through a period where it's fair to say the North Sea sector had never had it so good and we arrive with a crash in 2015.

This event was set against a backdrop of a damaging price drop fuelled slowdown. By now, decommissioning was beginning to focus minds and we were also hearing more about the need to transition away from the world's reliance on fossil fuels.

The combined effect on confidence was significant and would test the sector's reputation for rebounding

from adversity. Accordingly, the content of that year's Offshore Europe was geared to help businesses navigate the challenging landscape they found themselves in.

2017 was to be the end of an era. The last at AECC, with the next edition to be held at the region's new world-class conference and exhibition venue, TECA. Another metaphor for the changes in the sector and the wider world since OE first began in the 70s with delegates challenged to embrace new realities and for the industry to debate its future direction and reinvent itself.

The newly renamed P&J Live was ready to open by September 2019 and more than 36,000 oil and gas professionals from more than 130 countries attended. The mood was of cautious optimism for the future after a tough five years.

And then just six short months later, the world was plunged into another crisis. One which again had a direct impact on the energy sector and meant that things like conferences became taboo.

If we didn't realise it before, this should have taught us that nothing compares to the value and experience of being at a physical event, in a live, vibrant environment bursting with energy, opportunity and actual people. (And that is true of our workplaces too).

So, it's great to be back for Offshore Europe 2023. Focusing on energy security, energy transition, future talent and innovative technology. Mapping the journey to a sustainable, better energy future.

The event is kicked off again by a sold out Chamber Business Breakfast and we'll be on stand 2K40. Please come and talk to us about the work the AGCC team is doing on behalf of the sector, companies and people that work in it.

And with our partners Invest Aberdeen, RGU, Opportunity North East and Energy Transition

Zone we'll be part of a series of presentations in the Learning Zone themed: The future of North-east Scotland as a global energy hub.

As we celebrate OE's big five-0, we can allow our thoughts to wander back to our own favourite memories and how the sands of time have changed themes, stand design, tech (and some behaviours..) over half a century.

Also to reflect on the huge economic impact the event has had on the Aberdeen region. Bringing hundreds of thousands of visitors from almost every nation on the planet here benefiting all kinds of local businesses and putting multi millions of pounds into their tills.

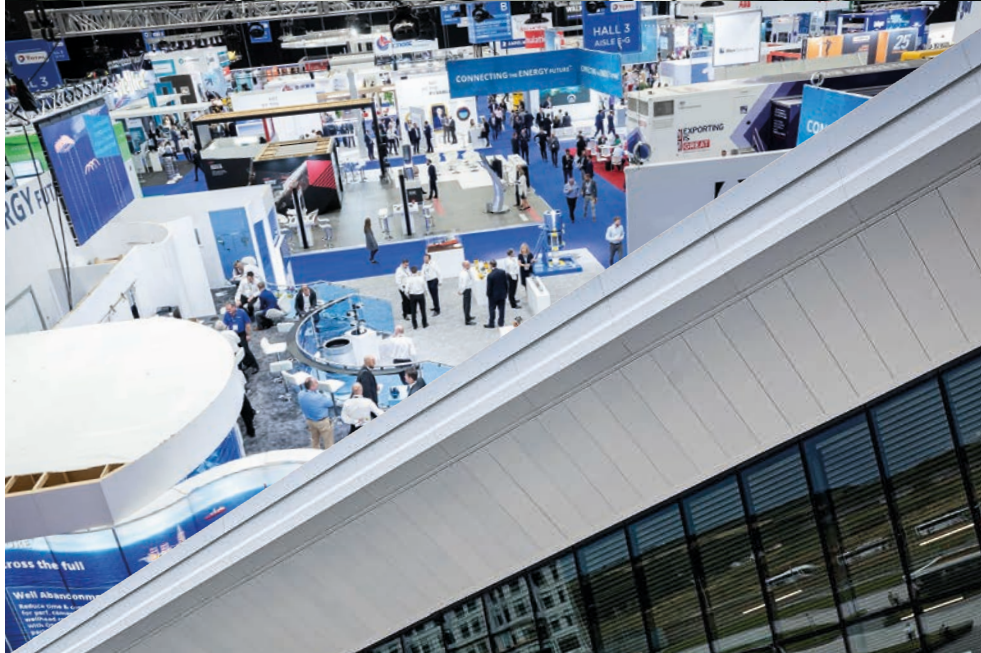
But our focus must be on the next 50 years and beyond. The next phase in the development of the place that became a global oil and gas centre, today poised to become a world leading renewable energy hub.

For this to happen it is vital that an industry that was once celebrated is not now demonised. And that it is given the correct support, regulatory and fiscal environment to deliver a proper and managed transition. A change of state **over time**.

Attracting investment, protecting and creating jobs. Leading the world once more in developing energy technologies for their time.



Russell Borthwick
Chief Executive



Our premier 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.



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ZLX BUSINESS SOLUTIONS



Acorn finally gets UK Government support

Scotland's first carbon-capture-and-storage facility has received official UK Government support.

The Acorn project at the St Fergus gas terminal aims to pipe harmful greenhouse gas emissions out to the North Sea for storage.

Expected to create 21,000 jobs in the first phase, Acorn has been awaiting funding since losing out on the first track of a £1billion government competition in 2021.

It was instead placed on a reserve list. Acorn had lost out to two projects in the north of England around the Humber and the Mersey.

Carbon-capture-and-storage (CCS) is seen as a vital tool in achieving net zero emissions.

Prime Minister Rishi Sunak visited Aberdeenshire at the end of July to set out funding for Acorn.

Acorn is a joint venture with four partner companies (Storegga, Shell UK, Harbour Energy and North Sea Midstream Partners) developing decarbonisation projects in Scotland.

Dr Nick Cooper, CEO of Acorn Lead Developer Storegga, said: "We are thrilled that the Acorn Project has advanced directly into Track-2. Acorn has been progressed by the development partners as the Track-1 reserve since late 2021, and is ready to move promptly to support the decarbonisation of Scotland and the wider UK.

"Today's news is a defining milestone for us, and the Scottish Cluster. Acorn will be a major contributor towards meeting the UK and Scotland's carbon reduction targets, able to serve emitters connected by pipeline and ship.

"As Lead Developer, Storegga thanks Acorn partners and Scottish Cluster participants for their support and we look forward to working with Government to deliver the multiple benefits of creating and future-proofing jobs, bringing inward economic investment, developing green-tech industries and, crucially helping decarbonise Scotland and the UK."

Simon Roddy, Senior Vice President of Shell's UK Upstream business, said: "This is an important step forward for one of the UK's leading CCS clusters. The Acorn Project is a central part of plans to decarbonise North Sea operations, and to store emissions from other parts of Scottish industry. As Technical Developer, we bring Shell's global experience of CCS and the delivery of major projects. To stimulate investment in this and other CCS clusters, continued co-operation with governments will be key to finding the most innovative approaches and business models, to allow CCS to reach the scale needed to help the UK achieve net zero."

Harbour Energy's Executive Vice President of Net Zero and CCS Steve Cox said: "The UK has the potential to be a global leader in carbon capture and storage and projects like Acorn will not only help the Government meet its climate change targets, but also play an essential role in developing a new homegrown energy industry, creating thousands of jobs in the future. The announcement helps bring that a step closer to becoming a reality."

Sayma Cox, NSMP's CEO said: "We welcome the UK Government's announcement to advance the Acorn project onto Track-2. Achieving this milestone will provide further investor confidence towards continued support and delivery of the Acorn project, the Scottish Cluster and the wider economic benefits to be gained by this programme of projects, all of which move us ever closer to achieving our collective goal in making a sustainable transition toward decarbonising the UK."

Acorn would provide the transport and storage network for the Scottish Cluster, which involves collaboration by global industrial companies using innovative decarbonisation technologies to capture and permanently store CO₂ emissions under the North Sea.

Entering the Track-2 process will allow Acorn to commence detailed negotiations with Government and to continue working to provide the infrastructure to support the decarbonisation of emitters across Scotland, protecting and creating jobs and helping to ensure tangible progress towards achieving the UK's climate change targets.

The Cluster would support economic growth and help position the UK to export low carbon products and CCS skills and services.

Welcome to the Chamber



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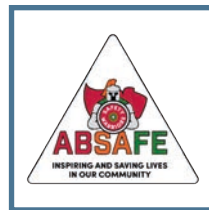
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JOIN IN**

The own goal of using the North Sea as a political football

The North Sea oil and gas industry has been through a torrid time in the last 18 months.

The biggest ongoing headache is the UK Government's controversial windfall tax imposed on producers after energy prices soared.

The cash raid has helped fund measures to lessen the cost-of-living crisis on Britons.

There was much gloom in the sector in May 2022 when the then Chancellor Rishi Sunak announced he was hitting operators with the 25% levy on profits, which was to run until the end of 2025.

And, only six months later, there was even worse news when the latest Chancellor Jeremy Hunt revealed that he was to increase the levy to 35% at the start of this year and this rate would last until March 2028.

Hydrocarbon producers now have to pay a total tax rate of 75% - and the adverse effect of this being felt across the industry.

Only weeks after the higher levy came into force, trade body Offshore Energies UK (OEUK) revealed that the increased cash grab had led to more than 90% of North Sea producers reducing spending.

One obvious example of the negative impact can be seen at Britain's biggest oil and gas producer Harbour Energy, which is cutting around 350 onshore positions.

In January, Harbour said it was preparing to shift attention outside

of the UK in response to the levy. Then, in March, the company revealed that the new tax had virtually wiped out its profits for the last year. Profits after tax at were less than £7million on turnover of more than £4.5billion.

But, just when you thought things could not get worse for the sector, they did...

Labour confirmed in May that it would block all new oil and gas developments if it wins the next general election, proposing instead to invest heavily in renewable sources such as wind and also nuclear power.

Aberdeen & Grampian Chamber of Commerce pointed out then that there were now two political parties threatening to undermine the energy transition with a position on oil and gas not grounded in

the reality of how net zero will be delivered.

Like the Scottish Government earlier in the year, Labour had fallen into the trap of presenting the switch as a binary move from one source of energy to another, and that 200,000-plus oil workers would simply move into a new green energy job.

The reality is far more complex and requires a pragmatic approach to domestic oil and gas production - one that is realistic about the time it will take to build projects and jobs in renewables, and one that is honest about the energy we use.

Ryan Crighton, the Chamber's Policy Director, said: "Labour's wrong-headed position on new development is unsurprising, given it has been drawn up with zero engagement with the industry, or the region, which has been powering the UK for 50 years.

"The price of getting the energy transition wrong is 17,000 jobs in the North-east alone, plus an £8billion per annum hole in Scotland's GVA by 2030."

OEUK has highlighted the huge contribution the offshore energy industry makes to the country.

Jenny Stanning, External Relations Director at the trade body, told the Business Bulletin that in 2022-23 alone the sector will have added more than £20billion to the UK economy.

She said: "We provide more than 200,000 good, skilled jobs across the length and breadth of the UK. We provide secure and reliable energy to millions. The North-east

“

The price of getting the energy transition wrong is 17,000 jobs in the North-east alone, plus an £8billion per annum hole in Scotland's GVA by 2030.

By the mid-2030s, oil and gas will still provide for 50% of our energy needs.

is the European capital for oil and gas, a global centre of excellence in subsea technology and with the right support will continue to play a central role in energy security and be an economic powerhouse for decades to come.

“By the mid-2030s, oil and gas will still provide for 50% of our energy needs.

“It is a reality that, to keep the lights on and grow our economy, we need both oil and gas and renewables.

“The world class supply chain that supports production of oil and gas is rapidly expanding into renewables, at the same time that the home-grown expertise of our people is driving ever-cleaner energy production. We are committed to a sustainable future.”

Jenny said the UK is now in a global race for the investment to make that future a reality and it is critical that it wins.

However, she added: “This race is happening against a politically-volatile background. There have been a number of major changes to our tax system this year, damaging investor confidence at the very moment we need companies to invest in domestic energy production.

“Hiking the headline rate of tax paid by the oil and gas industry from



40% to 75% has left companies paying three times the rate of conventional UK business.

“Our members are proud to contribute to the UK exchequer - UK operators are estimated to pay almost £11billion in corporation tax and additional windfall tax this year alone - but the tax system has to attract capital too.

“OEUK, with the support of our members, the Chamber and other business organisations battled to make a compelling case for a price trigger that would turn the levy into a true windfall tax.”

A new price floor announced in June will cut the overall tax rate to 40% if oil and gas prices fall to defined historic norms for two consecutive quarters.

Jenny described this as a first step towards restoring investor confidence.

She went on: “We continue to work closely with HM Treasury on improving this measure to unlock short term borrowing. We are also working with the government on a more fundamental reform of the fiscal regime that will support investment across the whole energy landscape.

“This reform needs cross-party support - as energy investors work

on 10-15 year timelines not the five year parliamentary cycle.

“There are plenty of politics around energy at the moment. The SNP has published a draft energy strategy, including consulting on a presumption against exploration.

“The Labour party has also stated its intent to curtail licencing should it take power following the imminent general election.

“OEUK continues to make a robust case for ongoing licencing as crucial to minimising our dependence on imported oil and gas, which is often produced at a higher carbon intensity and of course supports no UK jobs.

“Our domestic industry has an employment footprint right across the UK. In Scotland, 90,000 jobs are supported by the oil and gas industry. These brilliant people will be needed to support the expansion into clean energy, so we will continue our campaign with all political parties to take a reasonable position on oil and gas and champion policies that attract investment right across the UK energy landscape.

“Our industry has shown what collaboration and long-term planning can achieve. We’ve powered the UK’s homes and businesses and fuelled its economy for 50 years. Now we’re ready to power the future too, but that depends on moving to a fair, balanced and predictable tax regime and working with policymakers so we can make cleaner, more affordable energy in the UK, for the UK.”

**Now we’re ready
to power the
future too, but that
depends on moving
to a fair, balanced
and predictable tax
regime**

THE ANNUAL EMPLOYMENT LAW CONFERENCE

23

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 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 21st century employment law and personnel management in an informative and relaxed atmosphere in the company of fellow professionals.

Since the conference's inception in 2007 it has grown significantly both in reputation and size and is now the largest event of its kind in North-east Scotland.

The 2023 programme will return as an in-person conference at The Chester Hotel and see expert speakers provide updates and insights on a range of topical issues. Keynote speaker Caspar Glyn QC, of Cloisters Chambers, is one of the top 10 highly most regarded employment silks. Described as a "scintillatingly good QC with a razor sharp brain", an "intellectual heavyweight" and "fiendishly brilliant" – whatever your stance, there is no doubt he has been at the forefront of employment status, holiday pay, working time and minimum wage cases in recent years, carrying a busy caseload across the UK from employment tribunals to the Supreme Court.

A comprehensive delegate pack including detailed notes is also provided.

Discounted rate will apply for multiple bookings.

Date: November 09, 2023

Time: 8.00am – 4.30pm

Venue: Chester Hotel

 **Burness Paull**

 **Pinsent Masons**



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YOUR PLACE





Aberdeen Cocktail Week calls local businesses to join the celebration

Aberdeen's city-wide cocktail festival, Aberdeen Cocktail Week (ABZCW), is just weeks away. Running from October 18-24, the 2023 festival is set to be bigger and better.

Last year's festival was deemed a resounding success, with almost 1,000 attendees sampling cocktails across more

than 30 of Aberdeen's most-loved venues. This year, the festival promises to build on that success, with a number of new venues already joining the celebration and a big focus on showcasing the North-east's best food and drink offerings.

Attendees can look forward to exploring the city and discovering new venues while enjoying exclusive access to special ABZCW cocktail menus, mixology classes, food and cocktail pairings, and much more.

"I am thrilled to bring Aberdeen Cocktail Week back for its second year," said Gregor Sey, the organiser of ABZCW. "I am calling on local businesses to join me in this celebration. It's a fantastic opportunity to get your brand or message in front of thousands of people and support a festival that promotes our city's growing hospitality sector."

The event not only promotes the city's vibrant hospitality sector, but also provides a platform for local businesses to showcase their products and services to an engaged audience. Bars that are interested in participating, brands that want to get involved or businesses that are interested in sponsoring the festival can email gregor@cocktailevents.uk for more information.

Wristbands for ABZCW are now on sale at AberdeenCocktailWeek.com, plus business packages are available by emailing gregor@cocktailevents.uk.



Spotlight on Sophie

An accountant's journey from school leaver to Director.

An inspiring example of dedication and hard work, Sophie Hannah, SBP Accountants and Business Advisers (SBP), has recently been appointed to Director.

Sophie's initial venture into the field of accountancy came through a school work experience program which sparked her interest in the profession. Instead of pursuing University, she joined SBP as an Accounts Assistant in November 2013.

Sophie began her learning journey within the company and completed her Association of Chartered Certified Accountants (ACCA) exams in 2019. This accomplishment marked her as a fully qualified accountant.

Today, Sophie specialises in accounting, corporate tax, and personal tax, providing proactive guidance and support to her clients.

"I hope I can be an inspiration to those that are about to start their career in accountancy and I aim to give the same support I was shown to all of our new starts. Whether it's from school, college or university, it is essential young people find a firm like SBP that offers opportunities and a network of support to train and develop you to ensure you can fulfil your potential."

Sophie's accomplishments have contributed significantly to the growth of the firm, particularly in the Peterhead region. With her outstanding achievements, Sophie stands as a shining example of what school leavers can accomplish.

sbp-accountants.co.uk

MEET THE MEMBERS



Stuart Gray,
Client Relations Specialist,
Neospace

WHEN WAS YOUR BUSINESS ESTABLISHED?

Neospace started whilst the country was in the grips of the CV19 epidemic and we have just celebrated our second anniversary.

WHAT DOES YOUR BUSINESS DO?

We offer a fresh, new approach to the workplace with our members able to discover, work, rest and play under one roof. This is the home of flexible, hybrid, tech-led spaces with a thriving community supported with wellness facilities and warm hospitality.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

From solo workers looking for coworking facilities to expanding businesses needing office space in the city, neospace can offer a workspace solution to meet their needs. We also work with meeting and event organisers who can choose from a range of sophisticated meeting rooms with excellent breakout facilities.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

We are still challenged by CV19 and the dramatic change it brought about in the move to working from home. Despite much research having been done on the impacts on the mental health of

solitary workers, we are still challenged by many companies who maintain work from home policies.

AND THE BIGGEST OPPORTUNITY?

We see our biggest challenge as our biggest opportunity and welcome the opportunity to discuss work from home policies with employers and how the neospace proposition can enhance the working arrangements for remote workers.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Providing a service that exceeds our members' expectations and striving to find ways that surprise and delight them every day. I am proud to have been part of the neospace journey since day one and I take pleasure in seeing the reaction that people have when they visit neospace for the first time. I am immensely proud of what we have achieved in such a short time.



Ian Davidson,
Group Commercial Director,
Score Group Limited

WHEN WAS YOUR BUSINESS ESTABLISHED?

Score Group was established as a valve repair company in Peterhead, Aberdeenshire, back in 1982. Now in our fifth decade, today the company has facilities in over 30 locations, across five continents and our service offering and expertise have expanded greatly.

WHAT DOES YOUR BUSINESS DO?

Specialising in valves, emissions management and gas turbine solutions, our services also include component manufacture, testing, diagnostics, repair and modification, engineering design and specialist coatings.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Typically, we provide services to companies in multiple markets, including energy, aerospace, defence, utilities, and nuclear; but we are always exploring opportunities to partner with clients in new sectors.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Like most companies, rising material and overhead charges have provided a huge challenge to us in recent times. We're constantly evaluating our performance and committed to keeping costs as fair as we can for our clients. Utilising our network of facilities, applying a 'repair, not replace' strategy, and delivering services on-site or offshore wherever possible, I'm confident to say that we're doing our

very best to deliver the most efficient service possible.

AND THE BIGGEST OPPORTUNITY?

As the energy sectors diversify, there's a huge opportunity for the continued development of our services. Score has never stood still; we recognise the demand to move with the times as the needs of our clients evolve and today, perhaps more than ever, it's important that we reflect on our practices over the last four decades, whilst looking forward to how we can improve on these throughout the next 40 years and beyond.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

The people, without a doubt! Training and development have always been at the heart of everything we do. With 350 apprentices worldwide (most of them in Peterhead), we are investing in the next generation of talent on an industrial scale. Our trainees are supported by an experienced workforce that's abundant in passion and skill, and a leadership team equipped with a strong vision for a sustainable future.

HOT TOPIC

How can we secure sustainable and equitable energy for the next 50 years and beyond?



The key to energy security is resiliency of supply. It requires a robust energy supply portfolio and a diverse mix of traditional and renewable sources, supported with significant investment. The UK is not short of potential energy sources and development opportunities. Our domestic resources have helped us avoid more severe disruptions experienced by those relying on supplies beyond their own borders. Much less abundant has been the confidence to allocate capital to the UK. An unstable fiscal regime and volatile taxation approach has seen capital flowing elsewhere. As the energy transition progresses, we must maintain a robust UK energy portfolio of which hydrocarbons, particularly gas, will be an important part up to 2050 and beyond. That requires ongoing investment driving the retention of critical UK jobs and revenue. To enable a resilient, sustainable energy system, the UK also has to drive down carbon emissions from current oil and gas supplies while progressing new energy developments such as carbon capture and storage (CCS) and hydrogen to support the UK's ambitious net zero goals.

Alan Muirhead, *UK Country Director, Neptune Energy*



Navigating the energy transition, Baker Hughes stands committed to helping our customers on their sustainability journeys and supporting the needs of the energy industry well into the future. Our strategy, influenced by key realities, recognises that hydrocarbons will persist but must become more efficient, technological advancements must accelerate to meet the Paris Agreement goals, and achieving net zero requires collaborative efforts and shared sustainability standards. We believe sustainability starts with our people. We empower them to confront challenges, make eco-conscious decisions, and act positively for our planet. To address the key factors making up the energy trilemma of energy security, sustainability and affordability, we're identifying growth areas in the energy transition and leveraging our competencies to advance these opportunities. We pride ourselves on our problem-solving capabilities, innovation-driven ethos, and partnerships that shape the energy transition. Acknowledging the ongoing energy security crisis, we understand natural gas and LNG's role, but concurrently, we strive for energy diversification. Hence, we're investing heavily in cleaner ecosystems like hydrogen and carbon capture, utilisation, and storage technologies, that will contribute to emission reductions and support achievement of the Paris Agreement goals.

Andy Barr, *Product Line Director, Baker Hughes*



One of the major challenges faced in securing a sustainable and equitable energy supply will be the creation and delivery of the infrastructure required for generation and distribution of our energy resources. This must be done safely, efficiently, within budget and with minimum impact on the environment. 4D construction visualisation, also known as the "digital rehearsal", plays a crucial role in improving the efficiency and safety of energy infrastructure project delivery. A 4D model represents the integration of time (the fourth dimension) into the traditional 3D model of construction projects. It creates a digital representation of the construction process over time, allowing for better planning, co-ordination, and visualisation in the virtual world. The internal benefits are therefore obvious, but we are aware that to help deliver these projects - whether onshore or offshore, from wind energy to nuclear power - it will also be imperative to take any impacted communities on the journey with us.

Dave Milne, *Digital Construction Consultant, Miosis Digital Technologies*

Taking your software from rusty to robust

Do you have a system that:

- Is no longer reliable or trusted?
- Can't keep up with evolving processes?
- Has lost existing knowledge and expertise?
- Is challenging to support?

We turn legacy systems into well engineered solutions that stand the test of time and help you:

- Create applications that fit and scale with your business' needs
- Create a single source of truth for your data
- Modernise ways of working and reduce paper-based processes
- Maximise uptime and keep systems secure with expert support

We work with you to design the right product – and then we deliver your critical bespoke systems.

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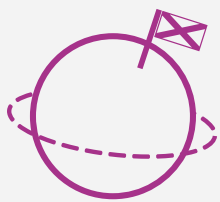
#SCOTLAND|SNOW



DISCOVER A WORLD OF OPPORTUNITY AT THE SCOTLAND PAVILION

The growing global demand for renewable energy is not only helping us accelerate towards a **net zero future**, it's creating a wealth of **new** and **exciting** business opportunities across a range of emerging markets – with **offshore wind** and **hydrogen** leading the way.

The renewable sectors are set to become multi-billion pound global industries over the next decade, and Scotland is well-placed to become a world-leader in the journey to a more sustainable future – thanks to a **strong technological heritage, pioneering innovation, a vibrant talent pool** and **long-standing links** to the oil and gas industry. Offshore Europe 2023's focus is to help accelerate this transition, and offer a platform for collaboration, innovation and progress-sharing.



Scotland is well-placed to become a world leader

The **Scotland pavilion** at Offshore Europe will demonstrate our country's **prime position** within the renewables sector. Domestic companies will be able to showcase their products and services and participate in a tailored programme of activities. Options include one-to-one advice, meetings and site visits with key industry partners, and networking with stakeholders and Government ministers. Our **GlobalScot team** can connect you with overseas delegates and register you to be part of this **international network**, so you can grow these relationships beyond the event.

Continuing OE 2023's theme of 'Securing sustainable and equitable energy for the next 50 years and beyond', our **Learning Zone** will showcase routes for

diversifying into renewables, as well as key international opportunities in each sector. Our teams of experts will cover a varied programme of topic areas, including **green heat, geothermal projects and markets, hydrogen transmission infrastructure** and **offshore de-carbonisation** – as well as what five different space companies can offer an offshore audience. A range of businesses from across the industry, alongside universities, partners and investment bodies, will be on hand to share ideas and provide information on net zero solutions.

We also look forward to welcoming a variety of international visitors to Offshore Europe 2023 and strengthening these global trade alliances at our Scotland pavilion. **Scottish Development International** is fully committed to promoting Scotland's capabilities and emerging **cross-sectoral opportunities in energy transition**. We understand the importance of attracting investment and trade towards Scotland – driving productivity to encourage a thriving and resilient economy. Our aim is to support companies in developing global growth, introducing new products, exporting, and entering new markets.

And this is something we are good at. We've provided trade support that's resulted in **£1.7 billion of planned international sales over the next three years**. Scottish Development International has backed the signing of the **Low-Carbon Co-Operation Memorandum of Understandings**, boosting collaboration between Scottish organisations and counterparts in countries including France and Singapore.

Check out our Scotland pavilion in Hall 2 to speak to the team, connect with peers and tap into our GlobalScot network.

#SCOTLANDISNOW

 **SCOTLAND**



Craig Smith

£750,000 Aberdeen expansion for decommissioning specialist

A leading player in the decommissioning waste sector has invested £750,000 in the significant expansion of its presence in Aberdeen.

Phoenix Decom is based in the city and has strategically located licensed operational quayside outlets at the ports in Aberdeen, Peterhead and Lerwick.

Now the growing company has taken on premises at Wellheads Crescent in Dyce where £600,000 of the investment figure lies in additional equipment and infrastructure.

Set up during the pandemic by Craig Smith, Phoenix Decom has a team of 15 who have collective experience of more than 200 years.

That number is set to rise in the coming months as contracts won in the first half of the year put the company on track to exceed the £3million of work won during its first year in business.

Cameron Intellectual Property moves to ONE Tech Hub

Cameron Intellectual Property, a patent and trade mark attorney, has relocated its Aberdeen base to ONE Tech Hub in Schoolhill.

Fiona McKenzie, Business Development Manager, said: "We are delighted to have moved to such a vibrant location, with innovation being part of the fabric of ONE Tech Hub.

"We want to support the innovative community in Aberdeen and the North-east in the best way possible, and a city-centre location at the heart of the commercial district, is a great way for us to be accessible to businesses who want to protect their inventions, designs and brands."

US expansion heralds growth opportunities for ESWL

A leading provider of procurement solutions to the global energy industry has taken an important step in its development by opening the company's first international office in Houston, Texas.

ESWL has made the move across the Atlantic to capitalise on growing demand for its services from an increasingly global customer base and allow the business to support the wider operations of existing North Sea clients.

The company, headquartered in Westhill, Aberdeenshire, helps clients in the oil and gas, marine, nuclear and renewables sectors streamline their supply and procurement processes. It currently works in more than 30 different countries, providing end-to-end procurement support to keep critical operations flowing worldwide.

Mark Selbie, Vice President at ESWL Americas, said: "We continue to experience strong demand from an ever-growing international client base thanks to our impressive track record in delivery throughout the UK and continental Europe.

"This made Houston a natural next step in our business' evolution. We have been spending more and more time in the area, visiting clients and prospects to better understand their pain points and requirements as well as how we can help support their ambitions through our role as a niche provider specialising in the energy industry."

Escone Solutions scales up business amid new contract wins

Aberdeen-based business applications support firm Escone Solutions has secured a raft of new and renewed business contracts worth more than £500,000 as it continues to expand its business and its team across both the North-east and the rest of the UK.

Its most recent win is with Your Housing Group, one of the UK's largest housing providers, which has signed a consultancy contract agreement to improve its existing systems and processes.

Denholm Seafoods, Transport UK (formerly Abellio Transport), Bromsgrove District Housing Trust, the Scottish Football Association, and Scotrail have all signed up to Escone Assist, Escone's remote helpdesk which provides 'business as usual' support for business-critical applications such as OpenAccounts and eBIS. Newport City Homes has renewed its support and services contract for a further three years.

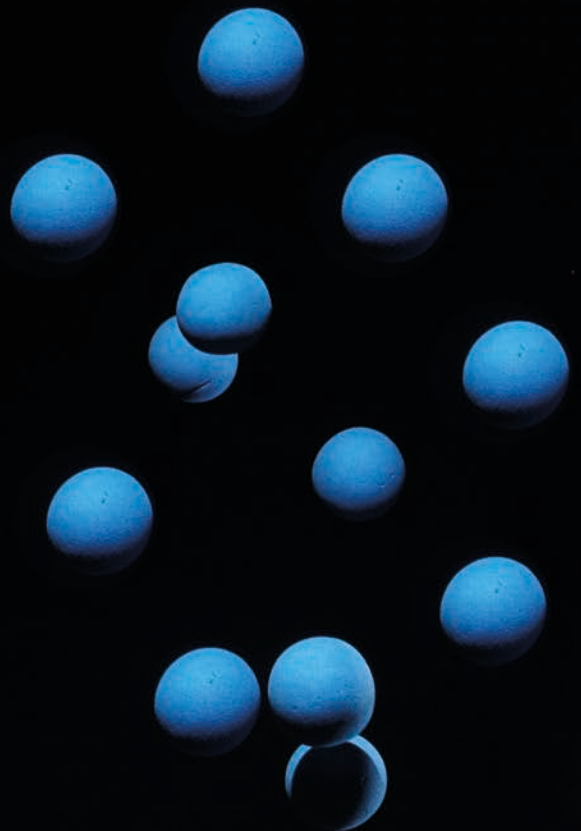
The new agreements have boosted Escone's growth plans for its client portfolio across a range of sectors, including transport, food and drink, and housing, as well as oil and gas.



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Why juggle everything
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It's about time.



Domestic



Commercial

GEODIS

FREIGHT FORWARDING & PROJECT LOGISTICS

GEODIS Freight Forwarding provides our customers with a global network covering over 168 countries offering freight forwarding and logistics solutions for both the Oil & Gas industry and the Renewables industry we also cover many other sectors.

We are in a constantly changing world, logistics has become a key factor in the competitiveness of companies. GEODIS ranks among the world leaders in its sector and supports its customers on a daily basis, helping them to overcome their logistical constraints whilst cutting costs and their carbon foot print. We handle all chartering requirements and have our own chartered freighter for cargo out of Asia and US via Europe. Our IT tools are all in-house enabling us to offer a tailor-made solution for customers which include Track & Trace, TMS and WMS for our global hubs. Our highly experienced, dedicated team of experts in Aberdeen and their colleagues throughout the world are committed to being best-in-class within the Project Logistics sector.

We take big stuff

Not just the 'easy' freight but GEODIS' Project Logistics serves customers with complex, oversized, extra-heavy transport requirements. Our dedicated network of more than 550 specialists

provides expert Project Logistics services across all major industries, with a specific focus on seven industry segments: Rail, Infrastructure, Renewables, Oil Gas & Energy, decommissioning, Mining, Nuclear and Power and so much more.

Sustainability

GEODIS is committed to providing its customers with sustainable logistics solutions, with regard to both social and environmental issues. GEODIS is focused on developing low-carbon solutions, reducing the impact of its activities on the environment, continuously improving the health, safety and well-being of its employees, and acting ethically and responsibly in its relations with its partners. Our strong approach to CSR includes carbon footprint measurement for each and every shipment as well as sustainable fuel solutions for your shipments. The solution offers our clients to reduce transportation related emissions of their goods, both by air and ocean shipments, worldwide. This solution is a strategic path pursued by GEODIS to meet the challenge of carbon neutrality.

Our sustainable fuel is from non-fossil sources. It is produced using food and agricultural waste. These alternative fuels: Sustainable Aviation Fuel and Sustainable Marine Fuel, are classified

as "insetting" or "integrated carbon reduction" as they occur within the transport's own value chain.

Energy Sector

GEODIS supports IOCs, NOCs, drilling, seismic, resupply and service companies powered by our global dedicated logistics hubs for consolidation solutions in key oil & gas locations. We offer freight forwarding, charter solutions, rig moves, warehousing and supply bases for offshore drilling. We know and understand this industry and have the expertise to offer the adequate solutions globally.

Renewables

GEODIS offers dedicated logistics services for the renewable energy industry. We have completed over 100 wind projects both onshore and offshore as well as over 50 solar projects in the past ten years throughout the world. We have qualified staff with the required experience to serve this industry.

GEODIS is a trusted, worldwide transport and logistics leader. Choose a better way to deliver cohesive customer experiences, with our end-to-end supply chain solutions. Come & see us at Offshore Europe stand 3G25 or email Aberdeen.sales.ff.uk@geodis.com

A Global Team with Local Expertise,

come & meet us at

SPE OE STAND 3G25



GEODIS

Navigating uncharted waters: Maritime decarbonisation and the energy transition

Roddy James,
Chief Commercial Officer,
Port of Aberdeen



Ports up and down the coast of North-east Scotland, such as Aberdeen, Montrose and Peterhead, play a vital role in the offshore energy industry supply chain. In Aberdeen, more than 5,000 vessels visit the port every year, transporting essential equipment, supplies, and people offshore, and utilising the port as a marine logistics hub throughout the lifecycle of an energy project. This can be from initial site investigation and survey scopes, through to construction, operations and maintenance, and eventually decommissioning.

As the drive to net zero gathers pace, vessel emissions are coming into sharp focus. Energy operators are seeking to reduce supply chain emissions, and vessels have historically been a hard to abate source.

Technology developments, such as shore power, and the advent of low or zero carbon fuels are presenting tangible opportunities to reduce emissions. From the vantage point of ports, the challenges and opportunities of turning this into reality become clearer.

One key challenge is the transformation of port infrastructure required for the maritime industry's decarbonisation. Ports will need to implement green technologies like shore power and biofuels, each with a unique set of requirements. For instance, hydrogen, touted as a future

clean fuel for shipping, necessitates significant storage capacity and a new refuelling infrastructure. This can be a challenge for ports, which often have limited real estate or opportunities for expansion. To help solve this challenge, Port of Aberdeen and Subsea7 are exploring the feasibility of subsea hydrogen storage at the new Aberdeen South Harbour, in a study funded by the Scottish Government.

Economic considerations also pose a significant hurdle. Decarbonisation, while essential, is expensive in the short term and can't be borne by either the private sector or public sector individually. Montrose Port Authority's £1million investment to introduce shore power is notable, and Port of Aberdeen is investing £55million over the next decade to become the UK's first net zero port by 2040. The Department for Transport's £77million Zero Emissions Vessels and Infrastructure competition is a positive example of industry and government co-investing to deliver decarbonisation.

Regulatory consistency is another issue. The UK is committed to the decarbonisation of shipping and is aligned with the International Maritime Organisation's (IMO) goals. Ensuring that the regulations are harmonised to avoid competitive distortions between ports is crucial. As maritime affairs transcend national borders, unilateral decisions risk creating a fragmented regulatory environment, potentially disadvantaging certain UK ports.

An equally significant challenge lies in managing stakeholders' diverse interests. Ship owners, operators, charterers, and financiers all have a stake in this transition. While some readily embrace the shift towards cleaner technologies, others, particularly smaller operators, may lack the resources or the will to adapt swiftly. Establishing a common understanding and a united front is essential for this transition.

Despite these challenges, decarbonisation on ambitious timelines is achievable. Aberdeen, with its clear energy transition plans, serves as a positive example. The city is leveraging its energy expertise and infrastructure to explore cleaner alternatives. The development of the Aberdeen Hydrogen Hub is particularly noteworthy, illustrating how cities can capitalise on their existing assets to fuel the transition. Harnessing this renewable energy not only aligns with the country's broader energy transition but could also provide green power for ports and ships, thereby contributing to the decarbonisation effort.

The rewards – from combating climate change to the potential for economic renewal – are immense. As the maritime industry embarks on this journey, North-east Scotland ports are leading the way. The voyage may be difficult, but the destination is undeniably worth the effort.



Jonas Hedberg,
Director of Golf,
Trump International, Scotland

Area of expertise?

With over 20 years' experience in the golf industry as a PGA Professional, I have been actively involved in a wide range of business management duties with a core focus in areas such as golf club operations management, coaching, sales, retail, membership, events and customer service. A daily requirement of my job is the ability to multitask, handling situations simultaneously in a calm, professional manner.

What should people know?

Trump International, Scotland is an award-winning championship links resort that won Best New Golf Course of Great Britain & Ireland five years in a row following the grand opening back in 2012. This year Trump International is hosting the Staysure PGA Seniors Championship from August 23 to 27, a flagship event on the Legends Tour. The world-class destination golf resort is open to the public and offers a variety of products and services; links golf, practice facilities, 5-star hotel accommodation, breakfast, lunch and dinner in the clubhouse Dunes Restaurant and Bar, wellness and beauty treatments, and golf membership.

What's the biggest mistakes companies make?

One of our strengths as a business, is the ability to deliver excellence and focus on our unique selling points. Often, great service is down to retaining and continuously training staff members, maintaining culture and values, and following industry trends, all which can be very challenging for companies.

What's your top tip?

My top tip is to seize the moment, make every day count, and understand that a challenge is an opportunity to grow as a person and as a business. In golf, my top tip is to practice hitting good shots as practice makes permanent not perfect!



Neil Thomson,
EMEA director,
Nomadic

Area of expertise?

Nomadic is bringing a new way of thinking to workforce mobility through a streamlined technological approach to today's complex business travel world. From identifying travel requirements to lodging the right visa, Nomadic is an end-to-end workforce mobility solution.

What should people know?

Companies need to ensure they and their people are compliant when it comes to workforce mobility and immigration solutions. It's critical for business operations that the right visa is in place. Failure to do this can lead to issues over scheduling for projects and other complications. Using our portal, Nomadic users can simply select their proposed destination to bring up all relevant documentation. The completed documents are sent by the traveller to the relevant embassy, global Nomadic hub or Nomadic in-country partner for lodging. Nomadic works with more than 80 partners worldwide to cover 170 countries.

What's the biggest mistakes companies make?

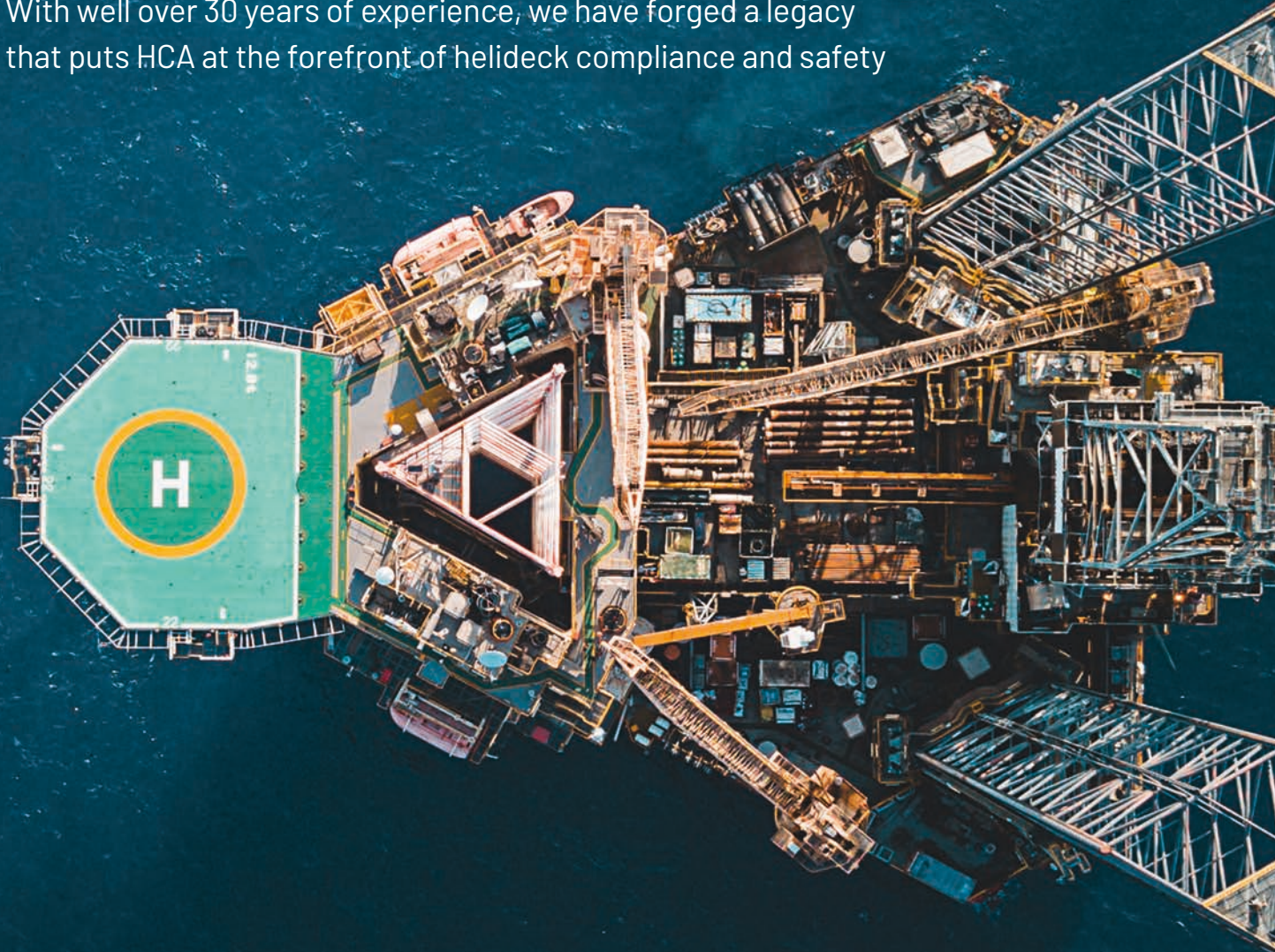
Companies not running a pre-trip assessment on immigration rules. Many still don't fully understand the fall-out from Brexit and how there is a need to overcome a series of hurdles to ensure the avoidance of potential penalties. This is where Nomadic supports them. Different rules apply for every national going to a country to work, and the rules further vary for a national depending on what they are doing in that country. The goalposts are changing all the time, and it's imperative to have a verified digital identity from compliance, health, duty of care and tax perspectives.

What's your top tip?

Know your workflow. Know what in-country rules and constraints you could face and be prepared. Make sure to run a pre-trip compliance assessment on all of your travellers. Stay ahead of the curve - the Nomadic system keeps on top of regulatory changes, with the capability to swiftly respond to client needs.

THE AUTHORITY IN HELIDECK OPERATIONS

With well over 30 years of experience, we have forged a legacy that puts HCA at the forefront of helideck compliance and safety



We are responsible for inspecting and certifying all helidecks in the UKCS to ensure they meet regulatory compliance. Our status as helideck subject matter experts is recognised worldwide and we are routinely asked to perform work across the globe.

We are trusted by the major helicopter operators, and work closely with the UK Civil Aviation Authority to help shape industry guidelines and working practices.

Oil and Gas, Renewable Energy, Super Yachts – if there's a helideck involved, then we're there to provide the tick of assurance.

Our services cover:

- Helideck Inspection & Certification
- Surface Friction Testing
- Helideck Awareness Training
- Dangerous Goods by Air Awareness Training
- Helideck Crew Competency Assessment
- Design Consultancy

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See more details on our website: www.helidecks.org





Through more than 50 years TESS has established a strong and leading position as a reliable supplier within the offshore segment for some of the world's largest oil and gas companies. The core products are hoses and hose fittings for all purposes with corresponding services. The long term and ever evolving cooperation with strategic customers allows TESS to adapt services, products, and solutions to the present need of the industries.



Meet us at SPE Offshore Europe 2023

"We are looking forward to connecting with current contacts, forging new partnerships as well as participating in exciting discussion about topics and developments in the industry"

Keith Robertson,
General Manager
TESS Aberdeen

Keith.robertson@tess-aberdeen.co.uk

TESS Remote Chemical Loading – unmanned bunkering

Based on input from major operators in the offshore industry, TESS has created an innovative solution that can load more efficiently and safely from a supply vessel to an offshore platform. The concept is designed to load up to 28 different chemicals and consumables simultaneously in one operation.

- Reduces risk to people and the environment
- Reduces the CO2 footprint on installations
- Reduces time for loading operations
- Reduces maintenance on platform
- Reduces complexity and freeing up space on platform



TESS Remote Loading



TESS Hose Management (THM)

TESS offers a highly flexible and user-friendly risk-based Hose Management System which provides a complete concept for the maintenance of flexible hoses.

- HESQ improvements.
- Pollution prevention and risk mitigation.
- Improved uptime.
- Reduced maintenance costs.
- Reduced logistic costs.

Charlie House appoints Robertson

Local North-east charity, Charlie House, has appointed Robertson Construction Eastern as its construction partner to help build its dedicated support centre for children with life-limiting or life-threatening conditions and their families.

Leading on all construction-based elements, Robertson Construction Eastern will deliver pre-construction support during the early planning stages, assist with value engineering and will also help with organising the required sub-contractors and supply chain elements to complete the build.

Once the whole project team has been finalised, the construction specialist will be the driving force behind the official development of a physical Charlie House. Set on four acres of land within Woodend Hospital in Aberdeen, this facility will prevent local families from having to travel more than 100 miles to get vital support and respite care.

Founder and Chair of Charlie House, Tracy Johnstone said: "Robertson is a fantastic family-based business which is passionate about helping local organisations. We first established a relationship with its team members a number of years ago while they were constructing The Events Complex Aberdeen (TECA). From 2017 until 2019, Robertson fundraised for our cause, raising more than £30,000!

"Since then, the company has been a fantastic supporter, determined to help us reach our goal. Robertson has significant experience in delivering major projects, which include healthcare and education institutions, and will assist us by accessing its extensive and credible supply chain, ensuring we choose fit for purpose, sustainable and cost effective solutions to deliver the project."

Initial plans for the build are set to commence before November 2023, with the foundations expected to be laid during spring 2024. Once the build has started, it is expected to take 18-24 months to complete.

Score Group acquisition

Score Group has bought Kampen Valve Care in the Netherlands.

The acquired firm has been providing valve maintenance and repair services to the Dutch market for over 45 years. For the past two years, Score Group has been collaborating closely with Kampen Valve Care supplying specialist labour and services to the Dutch market. This partnership has yielded positive results for both companies, receiving excellent feedback from customers.

The deal will provide Score with a platform to further develop within the Dutch and wider Benelux marketplace and offer the opportunity to Kampen's existing customers to access Score's services.



Cammy Keith

Transferable skills key to energy transition resourcing

It has been reported that the energy transition workforce will be bigger than the UK offshore energy workforce, and that 90% of the UK's oil and gas workers have medium to high skills transferability. Despite this compatibility it's anticipated that recruitment will become more competitive and with job content evolving through digital transformation, business leaders are being forced to consider recruitment more strategically.

Cammy Keith, Senior Business Manager at TMM Recruitment, said: "The nature of design, engineering, manufacture, and maintenance work offers plenty of scope for transferability from oil and gas. There must be a convincing reason to leave oil and gas though, some people will be drawn by the nature of the work, culture, and environmental contributions while for others pay and benefits must be comparable.

"Transferability is a two-way street, and the experience gained in renewables can be applied in oil and gas and this adaptability could be incredibly valuable to candidates. Deploying people where their abilities contribute most significantly could lead to employers adopting new working styles, for example, sharing workers with project partners, working across different projects simultaneously and highly experienced professionals formally mentoring less experienced members of the team.

"Currently, there's high demand for planners and project managers, and candidates with a subsea background are particularly attractive to prospective employers. Fortunately, transferability is not restricted to niche skills. Communication, analysis, and collaboration skills are frequently sought after and there's a growing number of jobs for experienced candidates in finance, IT, QHSE and supply chain. There's an opportunity to recruit people with diverse backgrounds and diversity of thought into the industry - if employers can attract them with compelling career opportunities."

Contact Cammy to discuss your recruitment needs: 01224 327030 or ckeith@tmmrecruitment.com

AS ABBA ALMOST SAID... THE WHINGER TAKES IT ALL

I am forever telling my four-year-old daughter that moaning will get her nowhere.

She is utterly charming 99% of the time. However, like most children, she can be challenging when she doesn't get her way.

Failure to immediately action her (many) requests is usually met with incessant, unrelenting whinging.

Like most parents, I eventually give in, and alongside a telling off for moaning, she ultimately gets what she wants.

And, like most parents, I am a hypocrite of the highest order, because I whinge all the time, occasionally through the esteemed pages of the Press & Journal.

Six months ago, I wrote a column there criticising the Scottish and UK Governments for taking an ABBA approach to inward investment – 'anywhere but bl**dy Aberdeen'.

It was penned on the back of a series of setbacks for the North-east of Scotland which had left me questioning just how much more our two governments could punish this region.

At the time, Aberdeen and Peterhead had just lost out on a potentially lucrative freeport, the Scottish Government had put forward a presumption against future oil and gas developments, and the UK Government was plundering the North Sea with its windfall tax. Meaningful support for the Acorn Carbon Capture & Storage project at St Fergus was also not forthcoming.

I was extremely critical of our local parliamentarians for allowing such catalogue of snubs to befall our region, especially given that we are uniquely represented by members of

the ruling parties at both Holyrood and Westminster.

In what was a moan-fest of epic proportions, I called on them to step-up and arrest the "damaging, job-destroying ignorance" being applied to our region.

Well, today – like all great Swedish pop groups – I'm going to change my tune. Because I need to pay tribute to those same elected representatives.

The recent announcement that the North-east is to be one of two areas which will become £80million Investment Zones is a significant economic boost – perhaps bigger than a freeport would have been.

We are grateful to both the Scottish and UK governments for recognising the need to support us as we continue to transform our regional economy.

This decision will help secure our position as one of the most attractive locations anywhere in the UK, and indeed Europe, for investment in low-carbon technologies across different sectors.

The money will be spent on targeted investments, tax reliefs and other incentives over five years following a joint selection process by the Scottish and UK governments – a process almost certainly influenced by the MPs and MSPs that call this region home.

In our time of need, they stood up for their region – and they deserve enormous credit for doing so.

There has been progress, too, on the other issues which I bemoaned in January.

The Scottish Government's position on future North Sea oil and gas exploration appears to be shifting.

From its presumption against new drilling in January, its stance now appears to be more nuanced, with Cabinet Secretary for Net Zero and Just Transition Minister Màiri McAllan saying that "simply stopping all future activity is wrong".

This is the pragmatic position to take, as I am yet to see any evidence that importing hydrocarbons from elsewhere in the world – a certain outcome if we shut down the North Sea prematurely – is any better for the environment than producing it ourselves.

Progress has also been made on reducing the impact of the windfall tax which threatens to strangle the oil and gas industry through to 2028, despite energy prices falling back towards more historic norms.

“

This stuff doesn't happen by accident, and the Chamber, as part of a strong regional economic partnership which spans the public and private sectors, is working tirelessly to ensure that our region is heard by policy makers.

We joined the industry in calling for a price floor mechanism to be added to the levy to protect investment. That trigger price is now in place - but there is work still to do on getting the finer details right.

We have also had explicit support from Prime Minister Rishi Sunak for Acorn and more than 100 new North Sea licences.

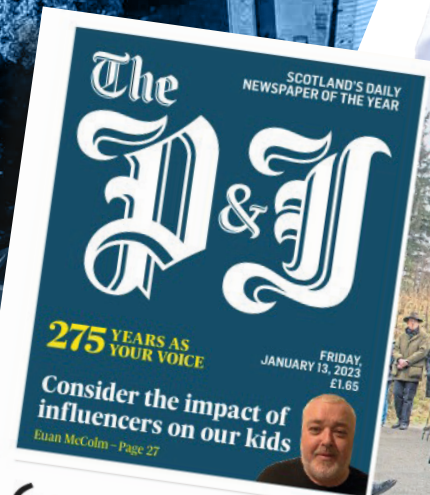
This stuff doesn't happen by accident, and the Chamber, as part of a strong regional economic partnership which spans the public and private sectors, is working tirelessly to ensure that our region is heard by policy makers.

And when things don't go our way - as is occasionally the case - then you can count on us to let them know.

As ABBA almost said...the whinger takes it all.



Ryan Crighton,
Director of Policy
and Marketing,
Aberdeen & Grampian
Chamber of Commerce



'Anywhere but b****y Aberdeen'

● After green freeport blow, angry business leaders say 'punishment' of north-east must come to an end

● Call to deliver carbon capture boost as city and Peterhead lose out to north and Central Belt bids

ADELE MERSON

BUSINESS leaders in the north-east say the "punishment" dished out by the UK and Scottish governments must end, branding the decision not to afford Aberdeen and Peterhead green freeport status "punishment" during a visit by Prime Minister Rishi Sunak to the north later today, and the second award is expected to go to Forth Ports in the Central Belt. Mr Crighton said the north-east was "treated like a second-class citizen" and that the region has been "left behind" by the UK and Scottish governments.

carbon capture investment have also been repeatedly dashed - though it appears that may yet be given as a consolation prize. Mr Crighton said the region has been "left behind" by the UK and Scottish governments. inward investment - "anywhere but b****y Aberdeen." SNP Westminster.

City centre disturbance fears grow

ALASTAIR GOSSIP

Video footage showing a large group of youths staging fights in the newly reopened Union Terrace Gardens have raised fresh fears over antisocial behaviour. It has emerged police last year attempted to secure new banning orders to enable officers to disperse groups congregating on Union Street. CCTV systems have yet to be installed in the gardens. Full story: Page 6

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— John Christmann, CEO and President

apacorp.com





Apache



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— **Breezi Province**, VP, U.K. Assets



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— **Jillian Owen**, U.K. Country Manager



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R&D tax credits can supercharge the energy transition

Stephen McCallion,
Founder and CEO,
ZLX Business Solutions



The North-east has a proud tradition of innovation and entrepreneurship, dating back over centuries, and nowhere is that spirit better embodied in modern-day Scotland than by looking at our renowned energy industry.

With the energy transition gathering pace, it's the companies that call this region home that are getting on with the job of ensuring clean, sustainable energy for our communities and future generations.

Since opening our Granite City office at the turn of the year, I have been struck by the passion and determination of businesses here – particularly those operating in the energy industry – to power our country's economy.

As a former marine engineer and someone who's currently active in the development of clean energy technologies, it never ceases to amaze me how the industry continues to reinvent itself to deliver practical benefits for the good of society.

The drive to develop new, green technologies – everything from hydrogen and offshore wind to carbon capture, utilisation and storage – is rightly attracting aspiring start-ups as well as established companies looking to pivot.

Companies looking to gain competitive advantage through innovation, however, may find their growth ambitions frustrated due to a lack of available support.

It's well documented that access to business funding is a serious challenge at present and this, unfortunately, has the potential to curtail the development of these clean technologies.

R&D tax credits incentivise innovation by reducing the costs involved – but they can also be a lifeline for new or growing businesses by providing a direct cash injection into a company's bank account – often within a matter of weeks following a successful claim.

Aspiring energy companies need to be aware of new rules, effective from August, that require businesses to provide at least six months' notice to HMRC of their intention to submit a claim for R&D tax relief.

This is unique to new registrations – including start-ups as well as companies that have never claimed before – and could leave firms at a disadvantage if the deadline is missed.

Since HMRC rules allow claims to be backdated for up to three years, eligible companies should apply for an R&D tax credit without delay or risk missing out on an important

funding stream. Once the allotted period has elapsed, the ability to claim from that year is lost.

When it comes to identifying qualifying projects and ensuring that your business remains compliant in the face of tougher legislation, having the right technical knowledge and advice is vital.

The level of expertise held by the ZLX team allows our specialists to delve deeper into all aspects of your business to ensure that nothing slips through the cracks in terms of what can or cannot be included in a potential claim.

Our experienced team includes experts in legal, accountancy and technical disciplines, who take a forensic approach to identify projects eligible for tax relief and navigate clients through the claims process.

We provide trusted counsel to company founders and directors of organisations at every stage of their growth journey and have helped companies secure tens of millions of pounds from their innovation investments.

As we prepare for the next chapter in the energy transition, it's time to channel that spirit of innovation once again and ensure that it's the skills and the people of the North-east leading the charge for decades to come.



Survitec Group and C-SAM revolutionise asset tracking

In a groundbreaking collaboration, Survitec Group, a leading provider of safety and survival solutions, has joined forces with C-SAM, a technology company specialising in asset management and tracking systems, to transform asset tracking in the defence, marine, and offshore industries. This innovative partnership promises to address current challenges and usher in a new era of improved safety, compliance, and operational efficiency.

The collaboration between Survitec Group and C-SAM aims to tackle the complexities associated with tracking assets in these critical sectors. With the development of a bespoke, module-based application, the two companies are revolutionizing the way assets are monitored throughout their entire lifecycle.

By leveraging this innovative solution, Survitec Group can now ensure compliance with industry regulations and standards, providing customers and stakeholders with the assurance of safety and reliability for their assets. The advanced tracking system streamlines asset tracking processes, reducing manual efforts and eliminating potential errors. This increased operational efficiency allows the company to focus more on core business activities, enhancing overall productivity.

One of the key benefits of this collaboration is the enhanced safety it offers. By accurately monitoring asset lifespans and facilitating timely maintenance, Survitec Group can ensure that survival suits and life jackets are properly maintained, thus improving safety measures for individuals operating in these industries.

The potential impact of Survitec Group and C-SAM's collaboration is far-reaching. Their innovative solution sets a new standard for asset tracking in the defence, marine, and offshore sectors. As the industry undergoes this transformation, stakeholders can expect improved safety measures, increased compliance, and streamlined operations, ultimately resulting in a more efficient and secure working environment.

With their shared vision and expertise, Survitec Group and C-SAM are at the forefront of driving positive change in these critical industries. This collaboration serves as a testament to their commitment to innovation and their dedication to ensuring the highest standards of safety and operational excellence.

EnerMech secures five-year offshore cranes contract

EnerMech has been awarded a five-year contract to provide its specialist offshore crane operation and maintenance services in Malaysia – a first for the firm in Asia.

EnerMech's global team of crane operators, mechanics, inspectors, and technicians are being deployed to the region to provide crane operations and maintenance services across several offshore assets. They will transfer and competency-train a number of qualified local personnel.

The specialist technical-solutions firm is also looking to hire new talent within the region to supplement the delivery of the contract.

Christian Brown, Chief Executive officer at EnerMech, said: "As we continue with our strategic growth plans around the world, securing this long-term contract in Asia with a client we support in other areas, plays a key part in our progression. It underlines how our integrated technical solutions, complemented by our collaborative approach with clients, are being recognised and more sought-after than our competitors."

Centrica CEO wants wider roll-out of hydrogen

The chief executive of Centrica has called for a wider roll-out of hydrogen for heating and power generation in a bid to combat the intermittency of renewables.

Chris O'Shea – who is also chairman of Centrica's upstream arm Spirit Energy – said swings in the proportion of green energy on the grid posed "issues" that can only be met by dispatchable power.

"When the wind doesn't blow and the sun doesn't shine, we have a problem. That problem won't be solved by building more wind generation," he commented.

"It will only be solved by having clean, readily-dispatchable, non-weather dependent electricity sources, such as hydrogen-fired generation (which produces no carbon emissions)."

"We do need more wind and solar generation as well as more nuclear generation," he added, "It's just that we need something else as well."

For the same reasons, he also advocated the use of hydrogen to heat homes using "the amazing gas infrastructure" already in place in the UK.

His comments come after protests in the town of Ellesmere Port in Cheshire forced the UK Government to abandon its plans to trial hydrogen heating there, leaving Redcar in Yorkshire as the sole remaining candidate for the demonstrator scheme.

A government decision on whether to back hydrogen for home heating UK-wide is not due until 2026.

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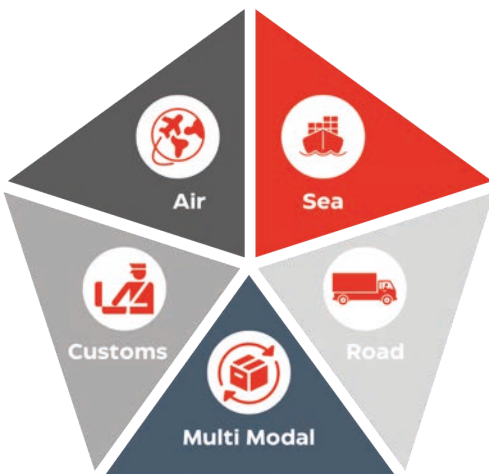
Mining



Construction



Aerospace



ABOUT US

Our Mission

To be the most admired supply chain logistics provider within each of our specialist industries, through engagement with employees, clients and partners.

Our expertise in Energy

With 50 years of experience, we cover all areas of the Energy Sector providing Global Forwarding, Project Logistics, Material Management, Consultancy Services and Technology. It means we have every angle covered – offering a complete package that radiates confidence and assurance. We understand the Energy Market, your Objectives and your Priorities – and use our experience to create the right solution every time. Augmented by our technology systems, our best-in-class service range makes Pentagon more than a service provider. It makes us your Energy Logistics Partner.

MEET THE MEMBERS



Austen Buchan,
Managing Director,
Mo and Co

WHEN WAS YOUR BUSINESS ESTABLISHED?

2002

WHAT DOES YOUR BUSINESS DO?

Mo and Co is a leading supplier and manufacturer of Personal

Protective Equipment (PPE) for the energy sector, offering bespoke garments, personalised branding, a comprehensive stock holding and worldwide delivery.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We support a global client base across a wide range of industries including oil and gas, renewables, local authorities, rail, recycling, renewables, transport and utilities.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Our supply chain. We rely on manufacturers all over the world, but the compounding effects of the global pandemic, the Russian war on Ukraine and Brexit, have made it increasingly difficult to secure supplies. Brexit has been particularly challenging, adding significant delays to the processes of importing and exporting – which are so fundamental to our business. We're continuing to overcome these challenges, proactively collaborating with our suppliers as they work to get

back to normal, to deliver stock to our customers when they need it.

AND THE BIGGEST OPPORTUNITY?

The energy transition has opened up a new market for us – the equipment we supply to renewable companies is largely the same as that which we supply to oil and gas clients, offering us a whole new sector. We grab any opportunity to be flexible and timely in our bid to satisfy customer demands – being a small company with an expansive global network helps us do that.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

I'm proud that we've managed to weather adversity – from a pandemic to an economic crisis, and everything in between. I'm really proud of our staff, who do a great job of looking after our clients. I'm proud we've created a brand, in Diablo, that's now recognised in the industry for good quality – from garments and boots to gloves and eyewear.



Alisdair Cook,
Chief Executive officer,
Optimal

WHEN WAS YOUR BUSINESS ESTABLISHED?

Optimal was founded in 2015 in Aberdeen to help asset intensive industries manage their reliability and maintenance requirements. Expansion came in 2018, when we established a subsidiary in Johannesburg, South Africa with the commencement of projects for a global tier 1 mining company.

WHAT DOES YOUR BUSINESS DO?

We are specialist asset management strategy implementation partners. That means we help our clients extract maximum value from their physical assets. We deliver asset performance management strategies with cutting-edge tools and world-class asset management expertise in a suite of solutions called Asset-Reliability-as-a-Service (ARaaS®).

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We do business with organisations dealing with physical assets in industries such as Oil & Gas, Mining, Nuclear, Power Generation and Utilities, Chemical, Pharmaceutical, Transport and FMCG. As we have innovation and ongoing improvement at our core, we also have an Academy that runs asset management training courses year-round to ensure our clients have upskilled teams, lessening their risk of competency gaps.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

As with most organisations in Aberdeen, the Energy sector is a big part of our DNA, and we proudly stand by our Oil & Gas clients. While we all see a need for quick climate action, that does not eliminate the need for a variety of energy options. The work we do helps our clients sustain their assets in the most efficient, safe and effective manner.

AND THE BIGGEST OPPORTUNITY?

We are seeing organisations extend life of assets, with new techniques and new technologies reducing the cost of ownership while also continuously reducing environmental impact and increasing safety. Our services accelerate these objectives, reducing time to value and also reducing cost of maintenance. Our clients benefit from our ability to help them increase uptime and decrease associated costs and risks.



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New partnership to offer businesses financial peace of mind

Two professional services specialists have joined forces to offer financial peace of mind to businesses operating across the UK.

ZLX Business Solutions, a leading research and development (R&D) tax credit specialist, and independent financial advisor, Ascot Lloyd, have agreed to deliver complementary services which will result in greater depth of products and services as well as increased resilience for end-users.

Both firms have national reach and clients across the length and breadth of the country. Their initial focus will be on developing mutually beneficial business relationships through promotion of one another's services.

The two companies will also share intelligence on a variety of industries including oil and gas, renewables, food and drink, and construction, among others – which will allow each partner to diversify further into these specific sectors.

With offices in Aberdeen and Glasgow, ZLX is led by an experienced management team, including experts in legal, accountancy and technical disciplines, who identify projects eligible for tax relief and navigate clients through the claims process.

Stephen McCallion, Founder and CEO of ZLX Business Solutions, commented: "We are extremely pleased to have

reached this agreement with Ascot Lloyd and welcome the opportunity to collaborate, develop new ways of working and offer a greater choice of options to clients of both companies.

"This is an exciting time for all the team at ZLX as we continue to bring our specialist experience to bear across a wide range of legal, financial and technical disciplines. This new partnership will provide opportunities to forge links into new industry sectors and regions, whilst further enhancing our growing reputation."

Stuart MacGregor, who leads the Ascot Lloyd advisory business in Scotland, said: "We look forward to working together with ZLX Business Solutions and strengthening this relationship over the months ahead to the benefit of our respective clients, staff and suppliers.

"Both companies share a common ethos, drive for continuous improvement and aim to deliver high standards in everything we do on behalf of our clients.

"Ascot Lloyd is committed to becoming a leading IFA in Scotland and particularly in Aberdeen where we are looking to expand our reach."

Business lessons I've learned



Paul Mitchell,
Regional BD Manager, Penspen

What does your company do that others don't?

Penspen has been providing engineering, project management, asset management and integrity services to the energy industry worldwide for nearly 70 years and the company has now grown to include over 1,000 members of staff, with offices in UK, Europe, Middle East, Africa, and the Americas. During its history, Penspen has undertaken over 10,000 projects, addressing a wide range of challenges from the economic evaluation of pipelines to complex integrated facilities design. Our heritage is onshore pipeline engineering and we have been involved in some of the most important pipeline projects seen around the world. Our range of services has expanded to meet our clients' needs and we now provide the full scope of engineering services for the lifecycle of an asset and have unparalleled experience in oil and gas, energy transition, hydrogen, and CO2 related projects.

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

Inflation and Economic Flatline - The UK's economy will struggle to grow

over the next few months as the cost-of-living crisis and the impact of the war in Ukraine drives down consumer spending.

Integration of Cleaner Energy Sources - There are a multitude of obstacles to overcome before the energy industry can integrate cleaner sources of energy alongside traditional sources.

Supply Chain Security - Volatile costs, labour, and material-supply uncertainties threaten everything from office to field operations to a successful project delivery.

The War for Suitable Talent - This refers to an increasingly competitive landscape for the recruitment and retention of talented employees throughout the whole industry.

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

The CV19 pandemic era taught me that we cannot predict the unpredictable. Business commentators are continually talking about the 'VUCA world' - volatile, uncertain, complex, and ambiguous - and therefore flexibility is the key to

Quick fire round

What was your first job?

Employed by British Steel Corporation (BSC), as Electrical & Instrumentation Engineer.

When would you like to retire?

Dependant on various factors.

What did you have for breakfast?

Muesli and fruit

Who, or what, inspires you?

People who beat the odds.

success. We can't predict the future, and so unexpected changes are bound to happen. What matters is how we respond to these changes.

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

Have a career path but be flexible - keep a general career path in mind, build relationships along that path, and be willing to accept challenges even if it seems they may lead you down a different path.

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

Being able to work and live in numerous global locations as well as being actively involved in local industries and culture.

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

Support for development in key sectors of the region's economy. For example: energy, creative industries, agriculture, fishing, retail, and tourism.

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We are passionate about social performance and pride ourselves in supporting our local community. Apex Tubulars are proud sponsors of the River Dee Trust - www.riverdee.org.uk/support/

After nearly 40 years in the business, Apex Tubulars are still going strong and we look forward to many more years supporting the energy sector in the North Sea and around the World.

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Boss of P&J Live says more needs to be done to attract global names

More needs to be done to attract global names to P&J Live, the Managing Director of the Aberdeen venue has said. The £300million facility - Scotland's largest indoor concert arena - opened in 2019.

Lewis Capaldi, Elton John and Rod Stewart are among big names to have played the 15,000-capacity arena.

However, Managing Director Rob Wicks has admitted there is work to be done to bring more top acts to Aberdeen to attract concert goers.

"I think we've got to get more innovative in the way in which we appeal to promoters," Mr Wicks said.

"We're on quite a big drive to bring as many people up to showcase the venue. But there's work to be done to convince promoters you don't only have to play in Glasgow - you can play elsewhere in Scotland and still be assured of a very sizeable and strong audience. What we've seen is a little bit of a stuttering start for the venue."

The venue is operated by ASM Global, which also run the Wembley Arena in London.

Mr Wicks said: "If there's a particular act that's going to be at Wembley Arena, then there will most certainly be discussions being had with that promoter, the artist and their agents to encourage them to consider other venues in the group, like Aberdeen."

He was speaking after figures released by industry body UK Music suggest music tourism contributed £6.6billion to the economy.

P&J live is working with tourism body VisitAberdeenshire to ensure the region can benefit from the live music sector.

Research from the venue suggests 55% of those who bought tickets for Elton John's gigs in the city came from outside local AB postcodes.

VisitAberdeenshire estimated those concerts were worth more than £1million for the North-east economy.



STC INSISO secures contract

Aberdeen-headquartered STC INSISO has announced a technology partnership with international logistics and supply-chain company, Peterson Energy Logistics.

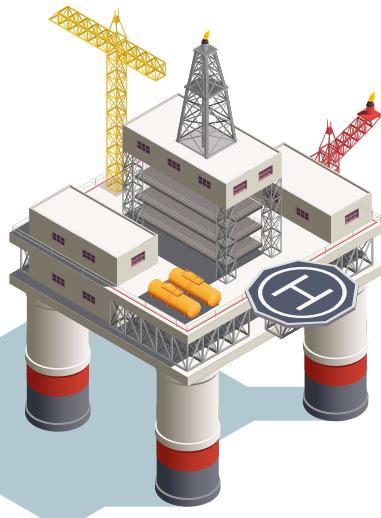
The scope of work for the software experts at STC INSISO throughout the contract will primarily involve supporting Peterson with the next phase of development for its logistics technology, Lighthouse.

Jaye Deighton, Projects and Innovation Director at Peterson Energy Logistics said: "We look forward to working with STC INSISO and utilising the team's expertise and proven track record in improving operational efficiency through the development of digital applications. This new partnership will support the evolution and continual improvement of Lighthouse, ensuring the application remains ready to support our clients as we move together through the energy transition and beyond into a greener, more sustainable future."

STC INSISO's Chief Technology Officer, Arrash Nekonam, said, "We are excited to be working with Peterson on these large-scale technology projects as it aligns perfectly with the direction of our business. We have worked with Peterson in the past, but this new partnership agreement is a hugely positive step where Peterson will now be utilising several of the products and services that we have to offer.

"Despite the close proximity of STC INSISO and Peterson's Aberdeen offices, together we look forward to delivering solutions to stakeholders globally."

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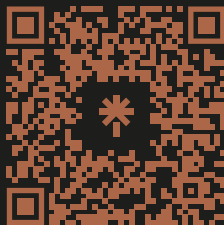
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Gavin Steele,
Supply Chain Manager,
Hunting Energy Services

Area of expertise?

Having dedicated 22 years to the supply chain domain across various sectors, 14 of those years focused on the well intervention division of Hunting Energy Services, I have gained valuable insights that I am eager to share. As a Chartered Professional within the Chartered Institute of Procurement and Supply, my responsibilities include end-to-end value stream management, encompassing planning, purchasing, and supplier management across the organization.

What should people know?

Hunting is a prominent global energy services provider with a rich history dating back over a century. The company delivers high-quality solutions to the oil and gas industry through innovation and expertise. Hunting's comprehensive range of products and services includes well construction, completion, production optimization, and related support services. As a forward-thinking organisation, Hunting is committed to sustainability and safety, ensuring the responsible development of energy resources.

What's the biggest mistakes companies make?

One of the most significant mistakes companies make is neglecting to engage with the supply chain during the initial design and planning stages. In recent times, we have witnessed rapid changes in supply markets. To safeguard against cost increases and maintain the integrity of your plan, design, product, and quality, it is crucial to identify risk areas early and explore potential solutions and alternatives.

What's your top tip?

My tip to supply chain professionals is to highlight and promote the areas where the supply chain can add significant value and demonstrate its worth. Embrace the opportunity to engage in technical discussions, as understanding the processes and technical challenges involved in procurement can be instrumental in recognising the value during negotiations. By actively participating in these discussions, you can effectively contribute to optimising procurement decisions and enhancing overall efficiency.



Iain Dougarty,
Managing Director,
ESWL

Area of expertise?

Our expertise lies in procurement solutions for a diverse range of industries including renewables, marine, oil and gas, and decommissioning. Our dedicated team tries to go the extra mile to deliver customised support to our customers and where possible, exceed expectations. By really understanding their requirements, we deliver tailored procurement solutions that drive efficiency, cost savings, and overall project success.

What should people know?

Today, we proudly boast a growing global presence, reflecting our commitment to delivering procurement services on an international scale. From our main office in Westhill we extend our reach further to strategically support clients across the globe. Our recent expansion into the dynamic American market with ESWL Americas is another exciting milestone that highlights our dedication to streamlining supply chain processes and providing exceptional value to our clients worldwide. As we continue to spread our wings, our focus remains on tailoring solutions, driving efficiency, and ensuring project success for our valued clients across borders.

What's the biggest mistakes companies make?

One common misconception about ESWL, is that we only specialise in electrical supplies. Yes, over the years we have grown a strong reputation for supplying electrical items, but we now offer a comprehensive range of products and equipment way beyond just electrical components. From motors, pumps, and valves to lubricants, welding equipment, PPE, and much more. We are the one-stop solution for all your industrial needs.

What's your top tip?

Collaboration is key. Building strong relationships with suppliers and fostering open communication throughout the procurement process can lead to mutually beneficial outcomes. By working together as strategic partners, businesses can drive innovation, improve supply chain resilience, and achieve shared goals. And remember, a smile goes a long way.

MEET THE MEMBERS



Ian Ord,
Founder and CEO,
Fifth Ring

WHEN WAS YOUR BUSINESS ESTABLISHED?

The company was founded in Aberdeen in 1991 and has been based on Huntly Street ever since. We have grown significantly in our 32 years, opening offices in Houston and Singapore and now employ almost 60 people.

WHAT DOES YOUR BUSINESS DO?

Fifth Ring is an international B2B agency that creates one thing – change. We change buying behaviours, perceptions, performance, cultures and ultimately change a client's bottom line. This is done through integrated measurable marketing communications driven by a philosophy of Growth Driven Marketing which integrates marketing into the sales process and enables our clients to own the space they are operating in.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We work with companies across a variety of industries including downstream, servicing and manufacturing organisations in oil and gas, as well as those in the renewables, marine, software, logistics, training and agritech spaces. We also have clients who are involved in the manufacturing of electronic components and provision of professional services on a global scale. Wherever there is a complex buying procurement or relationship management process, we will excel.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Adding to our already-significant talent pool across all three offices in creative, public relations, content, brand consultancy, client services and data analytics. The international nature of the business means we are working on behalf of clients for nearly every hour of the day, which brings its own challenges.

AND THE BIGGEST OPPORTUNITY?

Helping organisations implement the change they need to in order to identify and own their chosen market spaces. Our role is to help define the unique marketplace the client can address and own that area and the headspace of its buyers. Clients across the ever-changing energy industry, which has been the backbone of our business for the majority of its existence, have their own unique challenges, particularly around the ESG agenda and the 21st century workforce. These companies are progressive, smart and conscientious and transitioning at the same time as their industry. We can help them with that. Increasingly we are seeing engagements from companies in the circular economy who have ESG at their very core.



Rachel Willox,
Partner / Senior Operations
Manager,
Goldstar Cleaning Services

WHEN WAS YOUR BUSINESS ESTABLISHED?

We have been in business since 1980. Goldstar is one of the North-east's longest-serving family businesses and we have been part of the fabric of the city and shire for 43 years, working on many of the region's milestone developments and buildings across four decades.

WHAT DOES YOUR BUSINESS DO?

We deliver a complete range of cleaning and maintenance services to hundreds of commercial and domestic clients every day. From window cleaning and gardening, to regular home and office cleaning, through to builders' cleans, we offer a 'one-stop-shop' to meet the needs of commercial and domestic markets.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Our client relationships mean the world to us. We work with many of Scotland's major housebuilders and are proud to be in partnership with more than 600 regular clients, including those in construction, retail, leisure, hospitality, healthcare and education.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Like many others in the service sector, recruitment is an ongoing challenge. However, we continually address this head-on, investing in recruitment, staff development and technologies to stay ahead of the field.

AND THE BIGGEST OPPORTUNITY?

We've built Goldstar on taking the right opportunities, in line with our measured approach to growth. We add new service lines and are always excited to enter new markets, for example we are gaining a real foothold in Tayside. Having recorded our most successful period to date, we look forward to our next chapter of opportunities...

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

I take great pride in our relationships with clients. I love working with them, understanding exactly what they need, and making sure we deal with everything to deliver to the highest standards. I am proud of how dedicated and flexible our team are, and how we work closely to fulfil clients' needs.



ANCHORS OF THE ENERGY INDUSTRY

REDEFINING BOUNDARIES

Offering complete foundation and mooring solutions to the energy industry, Delmar Systems is a global brand now servicing the renewable energy sector and the rising trend for floating wind farms, the company is primed for significant growth in both sectors.

"The huge global demand for capacity has seen us engage in an extensive expansion of our international manufacturing bases. As the energy sector grows in size and scale, we are well placed to deal with this evolution through our scalable products and services. This will allow us to serve a significant role in the energy expansion process and assist in standardising the floating wind industry, allowing for a reduced cost of energy."

"Delmar takes the environment extremely seriously. All our processes are vetted to ensure maximum environmental benefit, and many of our product lines reduce the overall CO2 emissions on projects."

Paul Crichton, Business Development Manager.



Past lessons shaping future relationships in surface corrosion challenges

Sean Truesdale,
CEO,
Surface Corrosion Consultants



They say that you can use the lessons of the past to help shape the future and nowhere is it more relevant than in the challenge of surface corrosion.

We all know just how many components are susceptible to corrosion but as technology advances, our ability to use lessons learned in the past will undoubtedly stand us in good stead in the future.

The future of surface corrosion management lies in smart, tech-based solutions like our portfolio centrepiece, the innovative tablet-based app Surface Asset Management™ (SAM™) and this will be key to future growth and sustainability.

The pioneering technology was developed in 2017 when our specialists realised most service providers and major operators were still managing their corrosion protection using sub-contractors and colossal spreadsheets. Recording of maintenance campaigns was inefficient, often documented by creation of hard copy reports, which proved almost impossible to track and monitor.

Since it was launched, SAM™ has transformed condition surveys and painting campaigns, with uptake so far indicating a voracious appetite for the leading-edge technology. Designed by corrosion specialists for corrosion specialists it removes duplication

of tasks, unlocks a single point of access to monitor corrosion and manages the execution of coating systems, passive fire protection and insulation instalment.

Concise, easy to understand survey data, which is simple to manage and monitor, combined with instantaneous reporting, underline the ethos of simplicity which is essential in the ongoing drive for efficiency across a range of tasks.

Using the cornerstones of protect, inspect, record and control insightful, intelligent overviews of data collected during surveys allow detailed pictures of the critical path ahead with built-in flexibility for users to set their own critical repair threshold for surveyed items.

It's crucial that our technology's evolution mirrors the needs of industry: this is only achievable by nurturing close relationships and employing the best in the industry to develop innovative, practical, scalable solutions that allow us to engage with a global client base.

But technical expertise alone is not enough to ensure success – organisations need to return to the pivotal roles that client and team relationships play in driving progress, delivering excellence, and achieving long-term success.

When the two work together in harmony the possibilities are truly unleashed as we have seen with

the addition of our industry-first Degradation Forecasting Module (DFM), developed by listening to and working in step with industry.

The resulting evolution of SAM™ allows accurate prediction of the deterioration of any coating system on any asset. This enables better planning and cost efficiencies by forecasting when asset upgrading is required and improves budget planning by accurately predicting the condition of assets in the future.

Building trust with clients fosters confidence in our capabilities and helps them to entrust critical projects to us. By actively listening to their needs, communicating openly and clearly, and tailoring our services accordingly, we can improve the satisfaction and loyalty which have created the foundations of many long-term collaborative partnerships.

It is this ongoing collaborative effort which will pick up all that we've learned together in the past, share insights, best practices, and innovations and accelerate advancements in corrosion management for the future benefit of us all.

To find out more about SAM visit www.consultsurface.com

Sleigh BALL



P&J LIVE

SATURDAY 16TH DECEMBER FROM 6.15PM

After the success of our inaugural Sleigh Ball, we are looking forward to getting our après ski on this Christmas as we bring the Sleigh Ball back for one epic night!

- ❄️ Classic Snowball welcome drink
- ❄️ Festive three-course meal with tea, coffee & mince pies
- ❄️ Drinks packages available
- ❄️ Prizes to be won supporting Maggie's
- ❄️ Fabulous live entertainment from The White Doves
- ❄️ Complimentary carriages to the city centre
- ❄️ 25% discount on best rates at on-site hotels

**BOOK THE ULTIMATE FESTIVE
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business park

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Prime Aberdeenshire Development

- Business units
- Custom build solutions
- Serviced plots from 1 acre

For more information please contact:

CBRE

Amy Tyler | +44 1224 219 034
amy.tyler@cbre.com

Ryden

Paul Richardson | +44 1224 588866
paul.richardson@ryden.co.uk

A reassuring presence through stormy waters for exporters

Lorraine Neish,
International documentation team leader
Aberdeen & Grampian Chamber of Commerce

When we were first set up in 1877, our aim was to help companies grow by trading overseas, and that hasn't changed.

Our organisation and our wider network have always been about making other businesses a success.

International trade has always been important to the UK economy, but we believe it is essential to help businesses fully recover from the impact of the pandemic.

And alongside our network of 52 partner Chambers of Commerce, across the UK, we know all about the nuts and bolts of what needs to be done to set a business on the road to successful overseas trade.

Each Chamber understands its local economy inside out. It can provide the advice, training, support and all the encouragement needed by any firm which is new to the world of exporting.

We also have an expert brokerage business, ChamberCustoms, that can provide training and advice as well. It has been built on our years of experience, and the knowledge

and success of our trade facilitation activities to date.

It isn't a coincidence that 60% of BCC Chamber members are exporters, compared to just 10% of firms across the UK.

ChamberCustoms' aim is to help businesses expand and diversify the number of exports from the UK across the world. Its expertise means it can save businesses large chunks of time and resources by dealing with their customs declarations: simplifying the process, filling the forms and covering all additional paperwork.

It is also able to provide training for firms that want to do this work in-house, giving traders the knowledge they need to consistently and accurately account for border clearances and make sure they pay only what they should.

But if businesses are simply after advice on what to do, then we can provide that too. ChamberCustoms has industry experts, with decades of experience, able to provide bespoke advisory services for each individual business's unique challenges.

And our network is not just about the help we can give you assistance in the United Kingdom. It's about the help we can offer in more than 75 different markets around the world.

Over the past few years, we have steadily expanded our global network of international member Chambers. They are there to connect businesses in the UK to their country's market – whether it's for exports, imports, or investment.

Our aim is to use this unique global reach, alongside our wider strategic alliances, such as the International Chambers of Commerce (ICC) and the World Trade Organisation (WTO). This allows us to offer UK firms the best possible opportunities to start, or to continue, growing their business overseas.

If you would like to discuss international trade, including ATA Carnets, Certificates of Origin, T1 Transit Documents and Letters of Credit, we would love to hear from you.



Exclusive:

It's and, not or

bp's Senior Vice President for the North Sea Doris Reiter says 2023 has been another exciting year for the energy firm as it progresses new oil and gas projects, pursues opportunities in low-carbon businesses and invests in the skills and talents of its people.

Speaking exclusively to the Business Bulletin, she said: "bp's ambition is to become a net zero company by 2050 or sooner, and help the world get to net zero.

"We're investing in today's energy system, which is predominantly oil and gas, and - not or - at the same time as investing in the energy transition.

"Elements of all of this are playing out right here in Aberdeen which has been our home for almost 60 years and where we continue to invest - providing energy, jobs and economic growth for the UK."

Doris added: "I'm extremely passionate about the remaining oil and gas potential in the North Sea now and well into the future and I feel privileged to be leading this part of bp's business.

"The infrastructure we manage is a tremendous asset for the UK, and I firmly believe

our industry and our talented people will be vital to the success of the transition."

But Doris stressed the importance of a stable and predictable investment environment to ensure the UK continues to compete on the global stage.

"Regions like the North Sea, with ambitious net zero targets, progressive regulators and a world-renowned workforce and supply chain continue to offer attractive investment options, which we, naturally, evaluate on a case-by-case basis," she said.

"Recent investments have seen us progress the Seagull oil and gas project and ramp up drilling activities across our portfolio this year. Future plans such as Murlach and Clair Phase 3 could add further production through existing facilities.

Doris continued: "We have invested significant sums to build, maintain and modernise our North Sea oil and gas portfolio over the decades.

"The five production hubs that we now operate here are valuable energy assets that can continue to support energy production, jobs and the supply chain.

"It's our mission - my mission - for bp in the North Sea to keep energy flowing through these hubs to where it's needed today, by producing safe, reliable oil and gas with lower operational emissions."

Doris, a mother of two boys - aged 19 and 13 - has led the North Sea business since 2022. She started out with bp in 1998 and is a reservoir engineer by background.

Doris Reiter,
Senior Vice President,
bp





Doris during a recent visit to bp's Eastern Trough Area Project (ETAP)

She feels hugely motivated about the company's direction of travel.

"As we transition into an integrated energy company, I see Aberdeen as a microcosm of bp's strategy," she added.

"We're leading new low-carbon and renewables opportunities like the Morven offshore wind project east of Aberdeen with our partner EnBW and a planned green hydrogen production facility in a joint venture with Aberdeen City Council.

"The milestones we've met this year already reflect Aberdeen's place at the heart of bp's journey to net zero."

The company recently:

- Received planning permission for the planned green hydrogen production hub it is developing with Aberdeen City Council.
- Successfully bid to develop its first floating offshore wind demonstration project in the North Sea - energy from which could be integrated into the planned hydrogen hub.
- Pledged £1.25million to the Energy Transition Zone Ltd to help develop an energy incubator and scale-up hub in Aberdeen.



As we transition into an integrated energy company, I see Aberdeen as a microcosm of bp's strategy

Doris said bp's North Sea headquarters in Aberdeen is home to a hive of incredible talent that can, and is already, being deployed across all parts of bp's integrated energy business.

She is a strong believer in delivering a just transition that places the expertise in the oil and gas sector in Scotland at the heart of the energy transition.

"It's hugely exciting to see colleagues in our North Sea headquarters now pursuing careers in offshore wind, hydrogen, CCUS and electric vehicle charging as well as oil and gas," she said.

"Technicians, engineers, environmental experts, and commercial specialists, to name a few disciplines, are taking their expertise from oil and gas and applying them directly to our low-carbon projects.

"At the same time, we continue to recruit into our oil and gas business - from apprentice level right up to experienced hires. And this will continue to offer a challenging and rewarding career path within bp for many decades to come."

As the first woman to lead bp's North Sea business, Doris has a passion for diversity, equity, and inclusion.

"I grew up in a small town on the banks of the river Danube in Austria," she said. "Energy was not an industry I was particularly familiar with, and I could never have envisaged the fantastic

opportunities that working in it - and for a company like bp - would offer me and my family.

"We need more diverse talent coming into the energy industry - not less - to help us build a better energy future."

Reflecting on her five years in Aberdeen, Doris says she and her family have grown incredibly fond of the city and region, having lived in the US for 20 years prior.

"I want to see this city and indeed Scotland and the UK as a whole, continue to prosper. Along with investing in our projects and people, we're proud of the positive impact our activity has across Scotland where we have a century of history."

Asked what enthuses and excites her, Doris said: "Outside of work it's ski-ing with my family and pursuing personal passions like yoga, cooking and reading."

"At work, the simple answer is people. I'm hugely passionate about supporting the talent of the future. When I reflect on my own journey, it started with an inherent passion for STEM (science, technology, engineering and mathematics) subjects at school.

"That inspired my choices and career path, but what was missing for me was a role model. Therefore, I'm keen to do all I can to inspire others and hopefully be a role model for them - by nurturing the brilliant young minds that will deliver tomorrow's solutions.

"I find my own inspiration from my bp colleagues both onshore and offshore - taking every opportunity possible to get onto our assets to connect directly with the teams in the heart of the action, keeping energy flowing. I'm privileged to work with this fantastic community of colleagues, eager to play their part in the energy transition and bp's journey to net zero."

bp fact file

bp is of significant economic importance to Scotland and the rest of the UK.

Its impact is detailed in a report published by the company this summer, which includes and relies upon analysis and modelling undertaken by Oxford Economics. As set out in more detail in the report, in 2022:

- The company made a total gross value-added (GVA) contribution of £2.5 billion in Scotland. This was equivalent to 1.5%, or £1 in every £65, of Scotland's GVA and was worth 13% of the £20 billion total GVA contribution made by bp in the UK for that year.
- The business supported a total of 14,000 jobs north of the border - nearly 2,000 of them its own staff. This was 0.5% of Scotland's employment, or one in every 200 Scottish jobs and represented 16% of the 84,000 jobs supported by bp in the UK for that year.
- bp spent £780 million with Scottish suppliers. This supported 12,000 jobs throughout the supply chain north of the border.



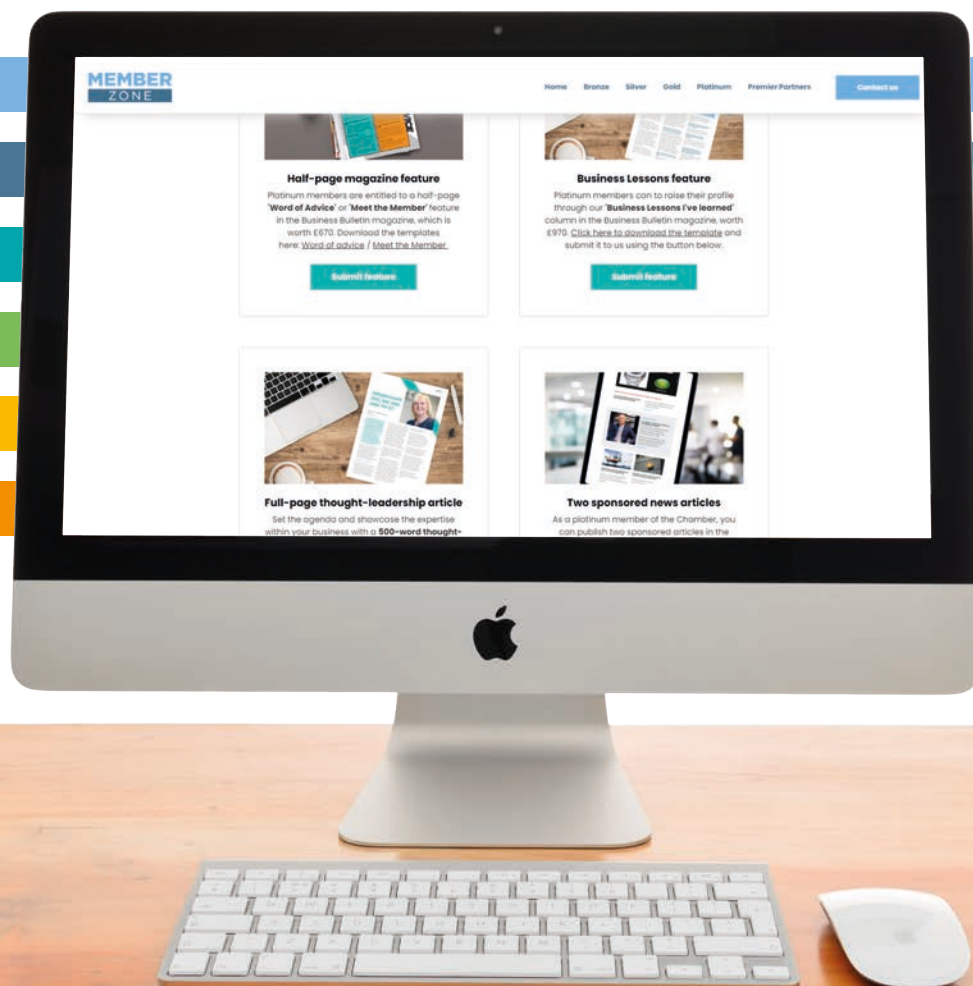
Doris with Career Ready Students in bp's North Sea office this summer

WELCOME TO THE MEMBER ZONE

We want you to get maximum value from your membership of Aberdeen & Grampian Chamber of Commerce.

To make sure that happens, we have created a new online Member Zone to help you see, at-a-glance, all of the perks and incentives you are entitled to - whether you are a bronze, silver, gold, platinum or premier member.

Browse your options, access support from our brilliant team of relationship managers, and access all of your benefits in one place.



SCAN HERE
TO REGISTER





Aberdeen entrepreneur pledges to turn around fortunes of Trinity Centre

A leading Aberdeen entrepreneur has pledged to turn around the fortunes of the city's Trinity Centre, with some units possibly turned into food and drink premises.

Robert Keane, who runs the Douglas Hotel with partner Mary Martin, has bought the site.

He has already transformed the Shiprow lane next to the city hotel into a trendy food and drink destination.

The 67-year-old is also behind a rooftop bar at Edinburgh's Waverly shopping centre and recently opened a new pub in Leith.

Mr Keane runs the new Festival Village beer garden in Glasgow's Merchant City too.

He believes he has the credentials to bring the Trinity Centre back to "what it should be". The Union Street institution has fallen on hard times in recent years, with the closure of Debenhams leaving a major gap in the mall.

But the businessman said: "We are local and we have a bit of experience at this sort of thing. We have done this in a number of places.

"We have seen what works in Edinburgh and Glasgow. We have done it there, and saw a similar opportunity at the Trinity Centre.

"It needs a bit of care and attention, but it can become a 'go-to' destination."

Bertling



An excellent operational performance does not need many words of explanation, but one simple answer: Bertling.

[F.H. Bertling Logistics Aberdeen Ltd.](#)
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MEET THE MEMBERS



Pamela Neri,
Harbour Development Manager,
Fraserburgh Harbour

WHEN WAS YOUR BUSINESS ESTABLISHED?

Fraserburgh Harbour has been in existence for around 500 years and operated as a Trust Port for over 200 years.

WHAT DOES YOUR BUSINESS DO?

As a Trust Port we provide a safe,

reliable harbour for all types of vessels, from fishing to oil and gas and offshore wind. From our beginnings, we have predominantly been a shellfish port. Fraserburgh is the fourth busiest seafood port in Scotland, as well as a centre of excellence for vessel repair and maintenance. In this respect, we attract boats from around the UK, Europe and Ireland because of our facilities and the quality of work available in Fraserburgh.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We work with vessel owners active across many industries - from fishing and aquaculture, to wind, cargo and oil and gas - all of whom are looking for safe berthing and access to vessel repair facilities. We also have many stakeholder businesses based around the Harbour, including fish processing, engineering, fabrication, navigation, electronics and refrigeration.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Growing and developing to meet the changing needs of our customers. Vessels have changed and continue

to do so at rapid pace in terms of their dimensions and Harbour requirements. Unfortunately, harbours cannot change quite so rapidly!

AND THE BIGGEST OPPORTUNITY?

The Harbour Masterplan is the biggest opportunity Fraserburgh has had in a very long time. It will have a transformational impact on the Harbour, our community, and the region. It would create a bright future in Fraserburgh for our children and grandchildren.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

People don't realise that a Trust Port is an economic enabler; all profits are invested right back into the Harbour infrastructure. We have a duty to make good decisions for the future of the Port because our community and stakeholders depend on us. Therefore, I am committed to us making the right decisions to ensure a positive future for everyone, not just the Harbour. I'm also eager to help our community to recognise the value that the Harbour brings to us all.



Richard Clarke,
Managing Director,
Highland Carbon

WHEN WAS YOUR BUSINESS ESTABLISHED?

2017

WHAT DOES YOUR BUSINESS DO?

We provide a bespoke solution to enable each client company to achieve authentic, official carbon credentials at an affordable price point. We supply world-class, nature-based carbon

offsetting projects in the dramatic wilds of Scotland. We also offer other traceable projects with recognised hallmarks located around the world.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

A range of sectors from energy, manufacturing, engineering, food and drink, transport, retail and many more. We have several clients in Aberdeen thus far.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Balancing substantial growth in our nature restoration projects to meet growing client demand at the appropriate pace.

AND THE BIGGEST OPPORTUNITY?

National Geographic magazine recently named Scotland as the world's first rewilding nation. Our projects meet the aspiration to restore Scottish wilderness at scale with diverse, native forests and spectacular peatlands.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

I founded the business as a Zoologist with experience in landscape scale international conservation projects. I was keen to replicate that best practice here in the UK. We have restored inspirational Scottish wilderness areas whilst enhancing biodiversity. We have also supported exceptional projects in South America, Central America, Southeast Asia and the Subcontinent.

WHAT HAS BEEN MOST VALUABLE TO YOU AS A MEMBER OF AGCC?

Exposure to companies in the appropriate sectors.



More than £90billion of work at stake for UK offshore energy supply chain

Detailed plans to help make sure more British companies build and deliver the changes required for a net zero energy system of the future have been published.

Offshore Energies UK (OEUK) and Aberdeen's Robert Gordon University have produced a roadmap which outlines how the UK can support jobs, economic growth, and innovation well into the future.

The wider offshore energy sector, including oil and gas operators and wind developers, could invest up to £200billion on UK energy production and technology projects in the remainder of this decade to help deliver government energy targets.

OEUK reveals that more than £90billion of this could go to British supply-chain companies over the next decade - if the roadmap is delivered and both government energy production and local content targets are met.

The document sets out detailed industry, government and regulatory action required in six key areas to build, enable, and then grow and sustain UK capabilities from 2022-2035.

Ahead of major project decisions expected in the years to come it shows that, with the right support, British firms are well placed to win a bigger share of the work.

Opportunities

Opportunities include the development and licensing of new technologies, the production of equipment, installation and maintenance of assets, and the eventual decommissioning of offshore energy projects.

The report raises key challenges which might impact meeting these goals, including the loss of UK capabilities such as steelworks and the risk of losing investment due to unpredictable regulatory and fiscal environments.

Katy Heidenreich, OEUK's Supply Chain and People Director, said: "For a country with a proud maritime and industrial heritage, we must question why so much of the nation's energy-manufacturing needs are met from outside of the UK.

"To deliver an energy future that benefits the UK economy, jobs and innovation, we need both the volume of work and the focus on supply-chain companies here winning a bigger share of that work.

"As we build this future, there is no simple choice between oil and gas in one hand and renewables in the other. The reality is that both are needed to keep the lights on and grow the economy.

"With oil and gas expected to remain a sizeable chunk of supply-chain opportunities until at least 2027, we can understand why so many supply-chain companies are telling us they are worried about political support for the sector.

Approach

"The supply chain needs a pragmatic and long-term approach if it is to thrive here.

"We need politicians of all parties to support the roadmap and our plans for at least half of these projects to be delivered in the UK.

"This means putting the UK workforce and industrial capabilities at the heart of decision-making on energy, supporting enduring policies that encourage companies to invest over decades, and championing the talent on our doorsteps to a global market."

Sarah Cridland, Vice President of Subsea Projects and Commercial & Country Manager UK, TechnipFMC, said: "The UK has long been a key focus area for TechnipFMC, and this remains true with regards to renewable energies.

"We set ambitious targets as a company to help the world meet its energy needs and are seeing tangible progress, notably and locally in our development of subsea systems, including all-electric trees, to help capture and store CO₂ and high voltage inter-array power cables to enable offshore floating wind.

"We have a highly-skilled workforce here in the UK, working to meet the needs of the energy industry, both now and in the future."

Go Green, Go Greenwell

Since starting business 27 years ago supporting the circular economy has been at the forefront of our brand values. By refurbishing and giving used stock a new lease of life, we prevent waste and encourage longevity.



Advise. Design. Supply. Install

Originally started in 1996 as a family run used office furniture business, Greenwell has diversified throughout the years to meet industry demands.

This has allowed the company to encompass four divisions - containers, warehouse solutions, cabins, and office furniture. These divisions allow for businesses to utilize all aspects without having to go through multiple companies.

Greenwell has seen exponential growth in recent years through being awarded several large nationwide projects.



What we offer

- Planning, design, supply, and installation of full modular office building fit-outs
- The largest new and used office furniture showroom in North-East of Scotland
- Storage solutions including shipping containers, warehouse racking, shelving and mezzanine floors
- Rack inspections

GREENWELL
equipment

containers • warehouse • cabins • office





Frances Loughrey,
Development Director,
Albyn School

Area of expertise?

My area of expertise at Albyn School is relationship building and fundraising. Success in this area relies on the trust and affection people hold for the School and its vision and commitment to its pupils. Albyn holds such a place in the hearts of its pupils, current and former, as well as staff and families who form part of the School's community.

What should people know?

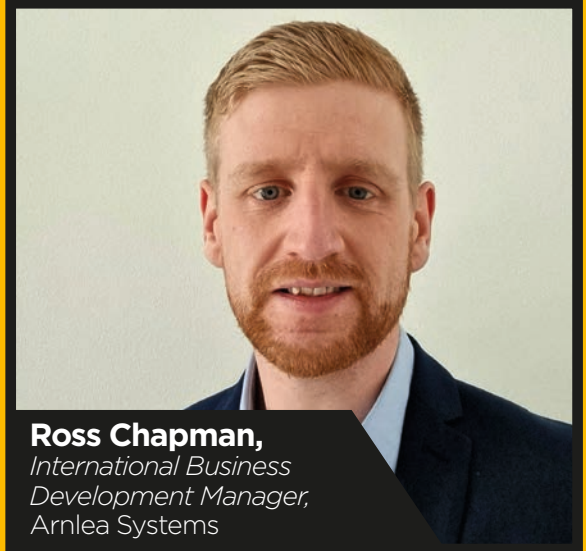
The saying "it takes a village to raise a child" has a certain resonance within a school environment and it certainly is the case that it is not just one aspect of school that helps shape the future for a child. The relationships formed and the experience of navigating the social playing field is as crucial as gaining knowledge and qualifications. A significant part of my role is to help pupils maintain those connections when they enter the world and to support their growth. This is the fundamental core of my work as I see it. From there, we often achieve mutual support - in a myriad of ways - that benefits the Albyn community.

What's the biggest mistakes companies make?

One of the biggest mistakes a school can make is taking for granted the relationships it has with its pupils, parents and former pupils. Our pupils, what they achieve and what they go on to achieve, is in effect our organisation's product. All our R&D is focused on their development and how we as an organisation can improve our delivery and increase opportunities for them.

What's your top tip?

A great school, a robust former pupil network and a successful fundraising campaign all result from the relationships we have with our stakeholders. People share their skills, knowledge and resources when they feel heard, respected and included. This is what creates a sustainable future for the organisation because people care that it continues to deliver what it is good at. It is all about those relationships.



Ross Chapman,
International Business
Development Manager,
Arnlea Systems

Area of expertise?

Global businesses are looking to standardise processes across their entire equipment life cycle. They want visibility, consistency, speed and accuracy of information, enabling workers with mobile digital technology that connects data from the field to the office in real-time.

What should people know?

Arnlea has a successful, established track record helping customers with these challenges. Our industrial mobile software - Nexar - unifies our capability to meet field service management challenges into one highly configurable, cloud-based SaaS (software as a service) delivered product.

What's the biggest mistakes companies make?

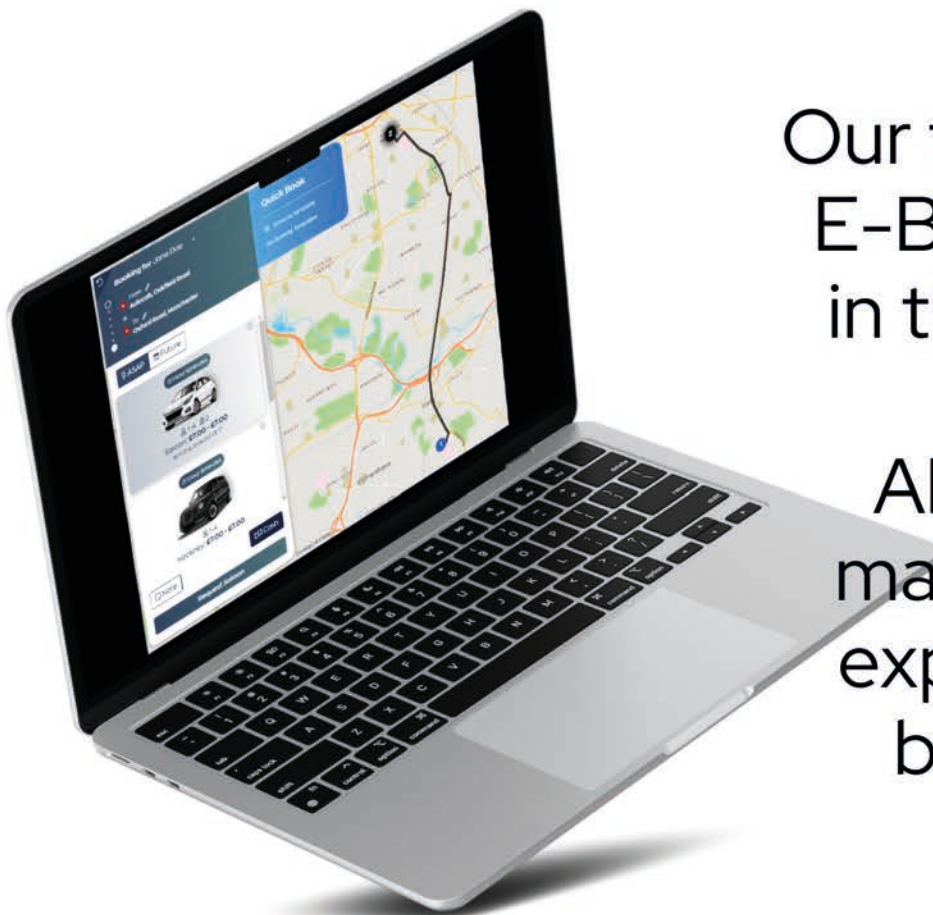
Resisting the adoption of cloud-hosted applications. By 2025, 51% of IT spending will have shifted from traditional to public cloud solutions. Failing to embrace this shift can result in missed opportunities for scalability, cost-efficiency, and innovation, putting companies at a disadvantage in the rapidly evolving digital landscape.

What's your top tip?

Embrace technology's transformative power in the energy sector. Adopt software and innovative technologies to enhance operations, reduce costs, improve efficiency, and prioritise safety. Stay ahead of the curve by leveraging the benefits of technological advancements.



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Eztek celebrates 30 years in business

Eztek Limited are proudly celebrating 30 years in business, providing electronic solutions to energy companies around the world. They offer customisable systems for harsh and hazardous areas that increase efficiency, improve safety and reduce costs for their clients. Their products include TallyBook data loggers, Safeye camera systems, TalkBack intercom systems, and their new MultiPod wireline logging system, among others.

Based in Aberdeen, Eztek was started by Bert Van-Tuijl in 1993. Since then, the company has grown at a steady pace, moving into larger premises, increasing their product range and developing their now recognizable branding.

This year, the company has invested in new plant machinery, employee development, and extended their premises to accommodate their extensive stock of rental products. All Eztek systems are available to rent and can be configured based on client need.

General Manager Robin Hunter said: "We listen to our clients and continually develop our products in order to present the best possible options. Our focus remains on providing exactly what our clients need in an easy-to-use, cost-effective package. I would like to take this opportunity, on behalf of Eztek, to thank our clients for their loyal support throughout the years."

In recent years, Eztek have developed partnerships in the Middle East and Asia and have significantly increased their worldwide presence.

As part of their 30 year celebrations, Eztek will be exhibiting at Offshore Europe for the first time. Please visit them on Stand 1A32.

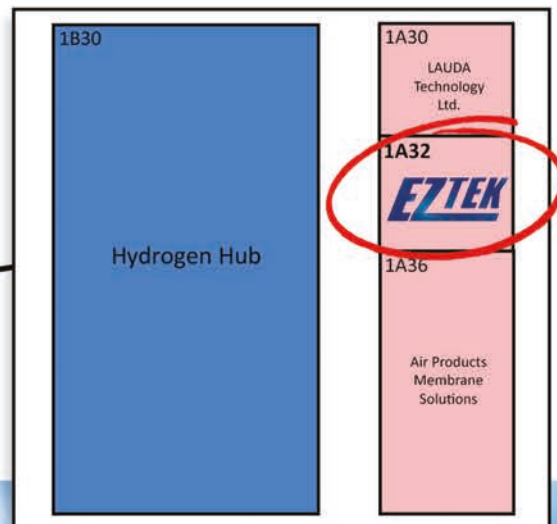
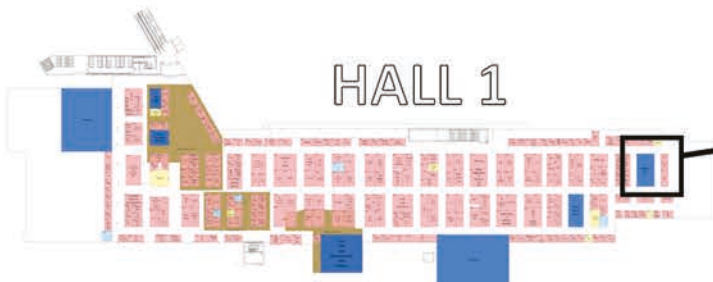


Bert Van-Tuijl in front of the original Eztek building in 1993.

EZTEK Electronic Instrumentation Specialists Serving the energy industry since 1993



We're exhibiting at Offshore Europe!
Visit us on **Stand 1A32** in Hall 1



TestLog **TallyBook** **TalkBack** **EZiPod** **Safeye** **MultiPod** **EZiLine**



ATEX Zone 1 HD Camera



Light-weight Zone 1 camera system improves safety and efficiency

Product

Safeye ATEX Zone 1 HD Camera

Client

Well Intervention company specializing in Hydraulic Workover Units

Application

Workover Units

Specifications

ATEX Zone 1 compliant
Compact and light-weight
Plug and play installation
Battery or mains powered
Live stream real-time video
Day/night camera

A well-intervention client in Asia needed a better monitoring system for capturing events at temporary worksites in order to improve safety and efficiency. Previously, this information was only supplied by onsite personnel feedback.

Eztek was asked by the company to design and manufacture a video monitoring solution that could work in hazardous areas, could withstand harsh environments, and was easy to install and take down.

With information gathered from site visits and client feedback, Eztek designed a mobile, multi-camera Zone 1 CCTV system that is ATEX certified and can be built as a battery or mains-powered system. The mains-powered Safeye allows live-streaming of real-time video to shore-based clients.

The client was supplied with several of these systems and was able to get high-definition, clear video footage of hard-to-view places throughout the day and night. They were delighted to get live footage from inside the snubbing basket with operations ongoing - a first in Asia.

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Montrose Port critical to Scotland's offshore wind farms

On a visit to Montrose Port Authority, two senior MPs highlighted the critical role it will play in growing Scotland's economy and unlocking huge opportunities in offshore wind.

Stephen Flynn, Leader of the SNP at Westminster, and Angus MP Dave Doogan met with Port Chief Executive Captain Tom Hutchison and representatives of the Seagreen offshore wind development — now nearing completion and set to be Scotland's largest, with its onshore operations based at Montrose.

Established in 1493, Montrose Port Authority is a major support, logistics and service hub for the North Sea energy sector and also for general cargo — having secured a leading market position as Europe's largest chain and anchor base, servicing North Sea oil and gas over recent decades.

Montrose's sheltered harbour, strategic east coast location and significant £28million infrastructure investment over the past decade has helped attract significant offshore renewables business to the port — with this sector presenting huge growth potential in the years ahead.

Montrose Port Authority's ambition is to grow as a major renewables hub, becoming a one of the largest Operations and Maintenance bases for offshore wind energy globally with 2.5GW of capacity to be operated from the port.

Welcoming the MPs to Montrose, Chief Executive Captain Tom Hutchison said: "We are extremely proud as a business which is leading the way on energy transition.

"Montrose has played a huge role in the development of North Sea oil and gas over recent decades and will be critical to meeting Scotland's net zero ambitions —

particularly as a world-class operations and maintenance base for offshore wind.

"It's an ambition that needs joined-up thinking at all levels of government — at Westminster, Holyrood and here in Angus — to ensure that we create sustainable jobs and realise the benefits of the renewables revolution in our community. As a trust port, that's right at the very heart of what we're all about.

"Seagreen is now set to be Scotland's largest offshore wind farm and we're proud that they have chosen Montrose to base their onshore operations. With Inch Cape next in the pipeline, we'll also be home to Scotland's largest single source of renewable power.

"The coming years are set to be the most exciting for Montrose Port in its 500-year history and support from politicians, local and national, will be key to unlocking those huge opportunities."

SNP Westminster Leader Stephen Flynn MP said: "Ports like Montrose have played a key role in our offshore industries and that role is only set to increase as Scotland realises its massive green energy potential.

"With Inch Cape on the horizon, this is a really exciting time for Angus and Montrose Port will be crucial to nailing down supply chain opportunities in the region.

"Scotland is blessed with natural resources and it's critical that we are not left behind as countries across the world invest in green growth, particularly if we are to meet our net zero ambitions and safeguard jobs for generations to come."



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Quick fire round

What was your first job?

Growing up in Perthshire, no choice, Berry picking.

When would you like to retire?

I can't imagine retiring anytime soon, I enjoy being challenged and there is still too much to do.

What did you have for breakfast?

I kick started my day with grapefruit, porridge and a spoonful of honey.

Who, or what, inspires you?

Friends and family as they keep your feet on the ground and give you boost when you need it most.

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

Crimson Tide – crackling tension and two rights do make a wrong.

Business lessons I've learned



Graeme MacDougall,
Managing Director, Sealand Projects Ltd

What does your company do that others don't?

Sealand Projects are a solutions focused management & engineering consultancy, offering dynamic and sustainable solutions, to meet the challenges of working in remote and deepwater locations. With our experience in floating systems and subsea engineering, we have the skill-sets that are vital to meet the development needs of the offshore renewables sector. We are transforming our business, as we navigate our way through the opportunities and challenges of the energy transition, with a commitment to have a balanced energy portfolio of 50% renewables by 2025, which we are well on target to achieve. In response to the race to Net Zero, we established a new service offering that provides a practical approach to carbon management, which our in-house sustainability team can apply to help business develop their Net zero strategy.

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

The risk of climate change can no longer be ignored, businesses

must act now. It is imperative that all sectors come together to achieve a more sustainable future. Calculating carbon emissions can be a cumbersome task especially when you have a business to run. Sealand's expert sustainability consultants can take the hassle away by providing businesses with an accurate measurement of their carbon footprint. From carbon footprint measurement we are able to identify emission hotspots and come up with a carbon reduction plan; helping your business to achieve net zero. Our custom-built carbon management software provides full analysis of scope 1, 2 and 3 emissions sources, providing clients with assured and verifiable data. Deliverables also include a clear net zero strategy, ensuring customers impactful reductions.

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

The client will only pay for what they have asked for and the client has a choice when they pay. Seems simple enough but with so many moving parts, time pressed schedules, work order changes and extended payment terms, get out

of cinque and this can soon cause distress.

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

Resilience and succession planning. Things will change but it is how ready you are to adapt, respond and evolve that will define your success.

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

As a small engineering consultancy, we recognised the need to increase our talent pool and through the support of my colleagues, we have committed to invest in graduates, even through the pandemic, which certainly stretched and challenged their mentors. These are the next generation of engineers and industry leaders and whilst some may have moved on to new challenges, it is great to see how they are all making a success in their careers. It gives me a great sense of achievement, to see the direct impact my business has had in developing this very young talented resource pool.



£500,000 scheme for Union Street regeneration

A £500,000 scheme to help building owners and new or potential tenants to regenerate buildings on Union Street was launched by Aberdeen City Council.

Eligible property owners or new and prospective tenants of vacant premises on the historic street are to be targeted to apply for the Union Street Empty Shops Grant Scheme.

The fund offers grant awards of up to 50% of project costs towards eligible physical works required for internal reconfiguration of vacant shops to enable reoccupation by new businesses and tenants.

The core objectives of the Union Street Empty Shops Grant Scheme, which was approved at a Finance and Resources Committee, are to:

- Reduce the number of vacant shops on Union Street through supporting eligible physical works required for internal reconfiguration for new uses - be that retail, cultural, hospitality or office space;
- Leverage private investment in vacant shops on Union Street to bring them back into use;
- Support new business start-ups and entrepreneurs and create new employment opportunities through enabling the provision of suitable premises on Union Street.

Council Co-Leader Councillor Christian Allard said: "Union Street is very important for Aberdeen's economy as well as being the historic beating heart of the city so it is good we can offer this help to property owners or new and prospective tenants of vacant premises.

"We would encourage eligible businesses to look into the grant scheme and see how it can improve Union Street as their part of ensuring the area can thrive."

Council Co-Leader Councillor Ian Yuill said: "The City Council is committed to investing in Union Street. That will play a key part in making our city centre a more attractive place to live, work, and visit.

"I'm pleased the Empty Shops Grants Scheme was launched. I look forward to hearing progress in the coming months."

The scheme, which is part of the council's Union Street Empty Shops Action Plan, was welcomed by the Our Union Street project.

Derrick Thomson, of the Our Union Street project, said: This grant scheme is a vital part of making empty retail units more commercially attractive. Property owners also need to set rents and any rent-free periods very competitively to attract new tenants."

All grants awarded from the fund must be paid out by the end of the 2024/25 financial year and therefore early applications are strongly encouraged.

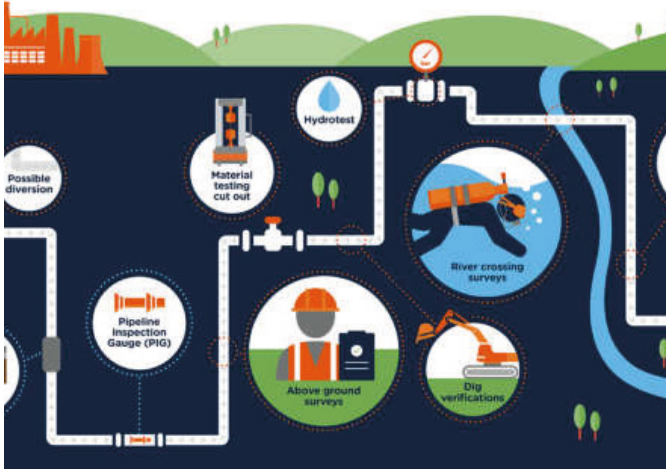
Grant awards from this fund will offer up to 50% of project costs for eligible physical works and reconfiguration with a maximum award amount of £35,000 per premises.

Remaining project costs should be met by the applicant and/or private investment or sourced from alternative public funds.

This fund will support project costs for eligible internal physical works and reconfiguration of ground floor vacant Union Street units to enable reoccupation, new commercial activity and support new employment opportunities. Funding can be spent on capital investment costs only.

Revenue or operating costs are not eligible. External works and improvements and residential conversions are not eligible project costs under the Union Street Reconfiguration Fund.

Consents required could include Planning Permission, Listed building Consent and Building Warrant Approval and any relevant consents and any other legislative requirements must be sought prior to commencement of works as a condition of the grant agreement.



Project to repurpose natural gas pipelines to hydrogen gets green light from Ofgem

Gas distribution company SGN has been given approval by its regulator Ofgem to proceed to the next stage of its project to trial 100% hydrogen gas through a 30 km decommissioned pipeline between Grangemouth and Granton.

Repurposing Great Britain’s gas grid to hydrogen could help decarbonise multiple sectors including industry, transport and heat. Leading UK gas infrastructure firms are helping to build an evidence base for hydrogen which will inform UK Government heat policy decisions expected in 2026.

SGN’s £30million LTS Futures project is verifying the compatibility of Great Britain’s local transmission system (LTS) with hydrogen gas. The company has been carrying out tests on the suitability of a decommissioned pipeline for a live hydrogen repurposing trial. This pipeline is 30km long and runs from Grangemouth refinery to Granton, on the outskirts of Edinburgh.

Gemma Simpson, SGN Director of LTS Futures, said: “We’re delighted Ofgem has allowed us to continue to the second stage gate for this critical project which will be to connect the existing pipeline to a hydrogen supply from our project partners, INEOS. Offsite trials will allow us to test procedures for making new connections to the pipeline. This includes the first ever live welding procedure on a hydrogen pipeline.

“If we’re successful we’ll be able to proceed to a live trial in 2024 which will deliver a blueprint for repurposing Great Britain’s LTS network, driving decarbonisation and supporting our net zero goals.

“We believe hydrogen has the potential to provide customers with a choice on how they heat their homes as part of a whole systems approach for decarbonising heat.”

Global Outlook, Local Knowledge

With nearly 50 years’ experience in the energy industry, Petrasco is a specialist provider of international logistics solutions including air, sea and road freight services.

Petrasco can trace its roots back to the formative years of North Sea oil. Since opening its Dyce headquarters in 1974, the company continues to evolve and possesses a global outlook with operations in the three major energy hubs of Aberdeen, Dubai and Houston.

A global outlook with deep connections to the north-east of Scotland means Petrasco is trusted by firms entering new markets or expanding global operations for oil and gas and renewables activity. This is testament to its team’s unrivalled experience in energy sector logistics and their commitment to keeping vital supply chains moving worldwide.

Part of Denholm Energy Services, Petrasco retains the strength of local, on-the-spot decision making. It supports clients by providing access to the right equipment and allowing them to mobilise quickly and cost-effectively overseas.

Through its international hubs, Petrasco supports energy companies by providing:

- International logistics services
- 3PL supply base and storage (primary or overflow)
- Inventory management
- Packing solutions
- Access to technical and manpower services
- Introduction to network of support services



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The economic medicine will take time to work

Are interest-rate rises still an effective way to reduce inflation?

It's a simple question - but one with no easy answer, unfortunately.

Tom Pugh, an economist with audit, tax and consulting firm RSM, summed up the situation: "The answer, as always in economics, is a clear and simple - yes, no... maybe.

"A higher interest rate will still act to reduce demand.

"Raising borrowing costs for consumers theoretically means they have less to spend on other goods and services.

"Just as importantly, it raises borrowing costs for businesses, reducing demand for investment and lowering profits.

"This cuts their ability to employ people or give inflation-busting pay rises. As demand falters, firms will find it harder to pass on costs.

"And, as demand for labour falls, employees will be more cautious about ambitious pay rise requests."

However, Tom says that the reduction in the proportion of households with a mortgage and rise in household savings means the impact of a higher interest rate on households' incomes is smaller than in previous hiking cycles.

He goes on: "That will make interest-rate rises less effective at dampening demand, and suggests there is a larger role for fiscal policy to play in getting inflation back down to 2%.

"The supply-side nature of the current problems causing inflation in the UK (from pandemic-disrupted supply chains, to the surge in energy prices, and a

shortage of workers) means that the interest rate won't be as effective in bringing down inflation as if inflation was being caused by an excess of demand.

"What's more, the ageing demographic of the UK means around 35% of households now own their house outright compared to around 25% in the early 1990s, and the proportion of households with a mortgage has dropped from around 40% to below 30%.

"That means that a large portion of households are now insulated from interest-rate rises, which will blunt their effectiveness at reducing demand."

Tom says that probably the biggest issue is the changing structure of the UK mortgage market.

"In the early 2000s, about 30% of mortgages were on fixed interest rates, compared to above 90% now.

"That will have significantly lengthened the time it takes for changes to the interest rate to impact the economy.

"While the interest rate on new mortgages crept over 6% in July, the effective rate, which is the average mortgage rate paid, was still below 3%.

"This means that a higher interest rate will eventually lower demand, it will just take longer - perhaps 18 months - for rate hikes to impact the economy.

"The effect of the changes in the housing market are clear when we look at household interest payments.

"The combination of the rising interest rate and increasing debt levels pushed households' net interest payments up from around

5% of nominal disposable income in the early 2000s to almost 10% by early 2008.

"Over the same time, the amount households gained on their savings rose from about 3% of disposable income to about 7%, so interest rates represented a roughly 3% drain on households' disposable incomes during the last tightening cycle.

"In contrast, this time around households' income from savings has risen more quickly than interest payments, because most savings accounts are floating rate whereas most mortgages are now fixed rate.

"The result is that households in aggregate are around £10billion better off because of the increase in the interest rate.

"Admittedly, this won't last. As more people remortgage, interest payments will increase while income from savings will remain steady.

"The main problem is that those with a big stock of savings are also unlikely to have significant amounts of debt, such as mortgages.

"Given there are now almost as many households which have paid off their mortgages as those with mortgages, interest-rate rises will make almost as many homeowners better off as worse off.

"As a result, the total drag of higher rates on aggregate household disposable income will be less than 1% this year.

"That doesn't necessarily mean consumer spending won't be impacted, as a higher interest rate is also an incentive to save. But it does undoubtedly blunt the effectiveness of interest-rate rises."



Tom poses the question that, if the interest rate is less effective than previously, what does this mean for policy makers?

He adds: “One implication is that, in order to bring aggregate demand down, the interest rate will have to go higher and stay there for longer than previously.

“This will heap more pain on those with mortgages and private renters - and encourage those with savings to lock them away for longer or continue to save rather than spend the additional income.

“An alternative or complementary solution would be for fiscal policy to do some of the heavy lifting.

“The advantage of fiscal policy is that the time lags can be significantly shorter, and it can be targeted to spread the burden of bringing down inflation across the whole of society rather than just those unlucky enough to have a mortgage or be renting.

“Not only would this be a more-effective way of reducing inflation it could also go some way to reducing wealth and income inequality.”

On the ways of using fiscal policy, Tom suggests that the government could increase taxes.

He adds: “The key point here is that any additional revenue raised is used to reduce the government deficit rather than increase spending - that ensures that demand in the economy is reduced, which will help to lower inflation.

“Alternatively, the government could look to reduce spending.

“This could be through smaller increases in benefits and pensions, lower departmental spending or lower government investment,

although by further reducing the supply side of the economy reducing investment would make inflation harder to control in the future.

“In reality, a combination of the two would have been most effective.

“This approach was successful in the early 1990s when the Major government, which despite the spectacular failure of Black Wednesday, managed to reduce the government deficit from around 6% in the early 1990s to zero by the late 1990s - this helped inflation fall from over 8% to its 2% target without a huge rise in interest rates.”



Tom Pugh,
Economist,
RSM

Business Breakfast

2023 UK ECONOMIC OUTLOOK

Hear from Tom directly at our Economic Business Breakfast on October 5th at the Chester Hotel in Aberdeen.



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Aviation refuelling company rebrands

OEG Offshore UK (OEG), a leading global provider of specialist offshore equipment, is proud to announce the complete integration and rebrand of Harran Ltd, a renowned aviation refuelling expert.

The move follows the acquisition of Harran Ltd in 2019 and marks OEG's ongoing growth plans to solidify their market presence and cater to the increasing demand for specialist offshore equipment and services.

Clive Hoskisson, Managing Director of OEG Offshore UK, commented on the integration: "We are delighted to finally welcome the Harran team fully into the OEG Offshore UK family. Their unparalleled knowledge and experience in aviation refuelling will not only strengthen our position in the market but also enable us to better serve our customers' needs with a wider range of solutions."

OEG's offshore aviation capabilities include the design, manufacture, and maintenance of aviation refuelling systems, as well as the provision of training and consultancy services. With the integration, customers will benefit from a seamless end-to-end service that covers all aspects of aviation refuelling, from concept to delivery and beyond, ensuring the highest standards of safety, efficiency, and environmental responsibility.

Sparrows Group expands Middle East operations

Sparrows Group, an engineering and maintenance services specialist for the global energy and industrial sectors, has been awarded a major crane replacement contract for a client in the Middle East.

The project, which is worth \$13million (£10million) is expected to last 18 months.

The scope of work will see Sparrows complete all aspects of the engineering required to replace four BOS Liebherr cranes of four offshore platforms, which are beyond their expected operational life.

Nine Green Flag Awards for Aberdeen

Environmental charity Keep Scotland Beautiful has presented Aberdeen with nine Green Flag Awards in recognition of its quality open spaces.

The nine flags exceed the seven awarded in 2022, with Westfield Park the recipient of its first flag, and Cove Woodland, managed by the Cove Woodland Trust, another new winner.

Seven others retained their green flag status: Hazlehead Park, Seaton Park, Victoria Park, Johnston Gardens, Slopefield Allotments, Garthdee Field Allotments and Duthie Park.

Mackie's tops £20m in ice cream sales for first time

A family-owned ice cream and chocolate business has hit record sales after pursuing an ambitious growth strategy south of the border.

Scotland's favourite ice cream brand, Mackie's of Scotland has more than doubled its ice cream sales in 10 years, with sales of its ice cream alone reaching more than £20million in its last financial year.

In reaching this landmark figure, the Aberdeenshire-based brand sold over 13.3 million litres of ice cream – enough to fill more than five Olympic swimming pools – made possible by its continued investment into its production facilities and workforce.

Mackie's strong sales figures in financial year 2022-23 were underpinned by an 11% annual increase in the ice cream company's market penetration across the whole of the UK.

This increase in penetration is tied to Mackie's sales successes upon landing nationwide spots in major retailers for its second most popular flavour, Honeycomb, which finds itself alongside Mackie's best-selling Traditional across the UK in Sainsbury's, Waitrose and Morrisons.

Commenting on the strategy, Stuart Common, Managing Director of Mackie's, said: "Our recent sales success is a reflection of our team's hard work and considered, responsible decision-making.

"While the cost-of-living crisis has pushed up the prices for our raw materials, we've taken every effort to limit price rises that are passed onto our customers, which has been reflected in reduced profits.

"However, our increase in both sales and market share demonstrates that consumers reward companies like Mackie's for leaving more in their pocket without compromising product flavour, sustainability, or quality.

Business Breakfast

INSIDE THE BBC

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As Director General of the BBC, Tim Davie CBE runs one of the most high-profile organisations in the world, and is responsible for an annual turnover of over £5billion.

But running a gigantic organisation comes with gigantic challenges.

From the pressure-cooker environment of public service journalism, to dealing with legacy scandals that rocked the British institution to its core, the former Comic Relief chairman has rarely had a quiet moment since taking to top job in 2020.

Join us for this special Business Breakfast to hear how he has navigated some of the most difficult corporate challenges imaginable, whilst plotting a digital future for this pillar of British life.

About Tim Davie

Tim Davie became Director-General of the BBC on 1 September 2020. He is the 17th Director-General of the Corporation.

Prior to this, Tim was Chief Executive of BBC Studios, the BBC's principal commercial subsidiary. Responsible for creating and distributing leading British content globally.

Before joining the BBC, he was Vice President of Marketing and Franchise at PepsiCo Europe. Before this, Tim worked for Procter and Gamble after leaving Cambridge University where he read English.

Tim is a Trustee of the Tate, a Trustee of the Royal Television Society and former co-chair of the Creative Industries Council; he is a former chair of Comic Relief.

Tim was appointed CBE in 2018 for services to International Trade.



Date: December 14, 2023

Time: 7am-9am

Place: The Marcliffe Hotel & Spa

Tickets on sale at

www.agcc.co.uk/events



ACE Winches opens new Middle East office

Scottish business ACE Winches has expanded into the Middle East with a new location and key hire in Dubai. The opening of the new office marks a significant milestone for the company.

ACE Winches have been operating in the region for several years, but strong customer demand for its products and services prompted the move to set-up a base.

Leading the expansion in the Middle East is new Regional Manager, Ross Anderson, who recently returned to the business, and is spearheading operations in the area, bringing over 15 years' experience in the energy industry, and a track record of delivering business growth in international markets.

Rebrand for North East Electrical Services

North East Services, formerly known as North East Electrical Services, completed the acquisition of Premier Plumbing in August 2022 and has since completed a strategic rebrand of the company. The expansion into the plumbing sector begins an exciting new chapter for the company in the field.

Sean Stewart, Electrical Director of North East Services, founded North East Electrical Services in 2016, building a reputable, fast-growing company in the local electrical market. Premier Plumbing was founded by Paul Urquhart in 2005 and quickly became a customer-focused, popular choice locally. He now brings his expertise to North East Services in his new role as Plumbing Director.

With a shared commitment to excellence and a track record of delivering award-winning, tailored services to their respective customer bases, the union of North East Electrical Services and Premier Plumbing represents a natural alignment of values and strengths.

Goldstar team expands

Goldstar Cleaning Services is setting its sights on further growth after achieving one of the most successful periods in its 43-year history.

The Aberdeen-based specialist cleaning firm, which serves both the commercial and domestic sectors, is expanding its 170-strong workforce after securing multiple new contracts across Aberdeen City and Shire and extending its client base in Tayside.

Run by the family partnership of Scott and Rachel Willox, Goldstar provides cleaning and maintenance services to many of Scotland's major housebuilders and works in partnership with more than 600 regular clients across the construction, retail, leisure, hospitality, healthcare, education, and domestic sectors.

Deloitte in Scotland promotes audit partner and 15 new directors

Deloitte in Scotland has announced the promotion of Paul Hazelton to audit partner alongside the promotion of 15 of its people to directors across five business practices.

Paul first joined Deloitte's audit team in 2005 after graduating from Strathclyde University with a degree in accounting and finance. A qualified Chartered Accountant, throughout his career at Deloitte he has held a variety of roles in the audit team including Manager, Senior Manager, Director and most recently associate Partner.



Stewart Milne Group reports strong return to profits

Stewart Milne Group has delivered its best results for almost a decade with accounts for its financial year, ending October 31, 2022, revealing pre-tax profits of £16.5million.

The independent, five-star housebuilder has reported another year of strong trading performance with turnover of £172.4million and an operating profit of £7.1million.

Reduced spend on land in the previous two years, as a direct result of CV19, led to the number of units falling from 828 to 583, impacting turnover and operating profit which are down £48.7million and £1.4million respectively compared to the previous year.

However, the gain arising from the sale of its timber systems business in December 2021 and significant efficiencies have driven pre-tax profits to a level not seen for more than seven years.

Fraser Park, Chief Financial Officer of Stewart Milne Group said: "This improvement in margins reflect the successful steps taken to reduce the group's cost base and deliver cross functional efficiencies, including the new "Villages" housing range. Introduced in 2021, these new homes have been designed to meet changing customer needs while being more efficient and cost effective to build.

"With two years of strong growth in operating margin performance, as a result of these transformative initiatives, we are highly confident of delivering future growth when combined with increased investment in new sites."

Driving Energy Sector Advancements: ATPI's solutions and focus on talent

Zara Higgins,
General Manager Scotland,
ATPI Limited



As an integral extension to the Energy supply chain, global travel management company, ATPI, stands at the forefront of addressing the energy sector's challenges through innovation, talent development, and sustainability.

With a deep understanding of the sector's intricacies, we are committed to revolutionising travel management with cutting-edge technologies and sustainable solutions. In this article, we delve into ATPI's pivotal role in nurturing future talent and supporting energy security while facilitating a smooth transition to a sustainable future for the industry.

ATPI's prowess in delivering best-in-class global solutions for the Energy sector goes hand in hand with our commitment to innovation. Our advanced technologies drive seamless travel experiences while optimising costs, catering to diverse lines of business. By harnessing cutting-edge robotics and automated interfaces, we ensure a customer-centric approach while adhering to individual company policies. As a worldwide network, our vast scope of offices empowers us to cater to the unique needs of the energy industry across the globe. Throughout this article, we aim to provide an educational insight into the world of travel, offering clarity and understanding to all readers, regardless of their background in travel buying.

Deeply committed to nurturing future talent, ATPI supports the sector's growth and sustainability. Through well-structured trainee schemes and fruitful collaborations with local colleges and universities, we attract and cultivate skilled candidates. By fostering a culture of flexibility in working days and hours, ATPI actively encourages working parents to return to the industry, contributing to a diverse and inclusive workforce. Furthermore, our expansion into international markets, including India and The Philippines, bolsters the availability of proficient resources in crucial domains like digital and Management Information Systems (MIS).

ATPI Halo, a pioneering initiative, addresses the Energy sector's challenges in achieving net-zero targets. By strategically addressing Scope 3 travel-related emissions, particularly in a sector where workforce travel to remote locations is essential, ATPI Halo plays a pivotal role in supporting businesses on their path to sustainability. Our carefully curated portfolio of carbon offset projects not only helps clients achieve their net-zero goals but also preserves and restores carbon-capturing landscapes while supporting United Nations Sustainable Development Goals (UN SDGs).

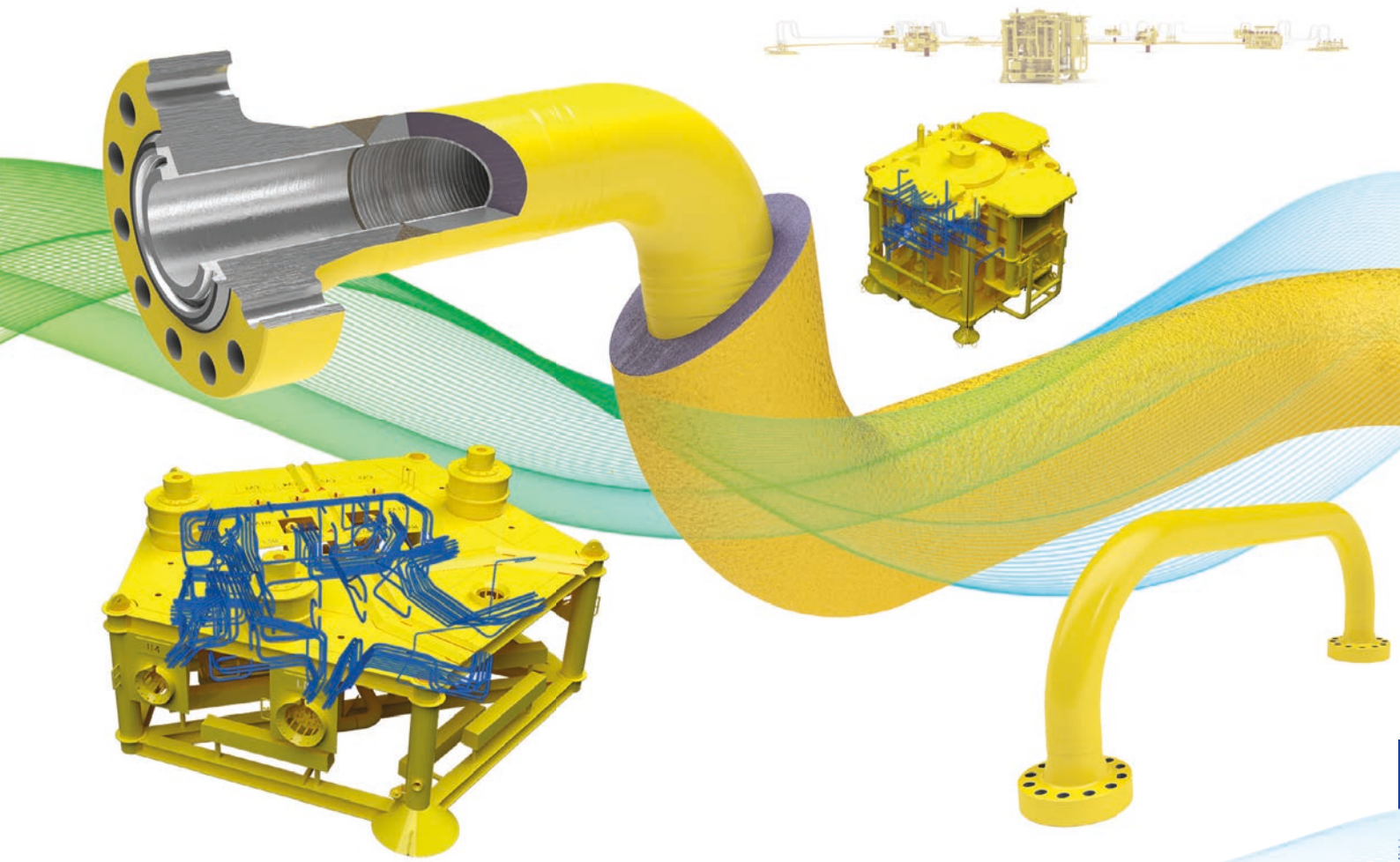
Empowering energy clients, ATPI Analytics provides detailed insights into CO₂e emissions, enabling

them to make informed decisions to reduce their carbon footprint. The ATPI Halo portfolio offers a range of carefully selected carbon offset projects, from nature-based forestry to renewable energy initiatives, ensuring clients can offset their unavoidable travel carbon footprint and achieve carbon neutrality.

These projects, located in regions where clients actively operate, contribute to environmental and social development. Independently monitored and subject to rigorous due diligence, the projects offer transparency and accountability. Carbon offset certificates provide clients with tangible evidence of their commitment to carbon reduction, aligning with UN SDGs, and can be presented to auditors with legal proof of engagement.

As Offshore Europe 2023 approaches, we are proud to showcase our unwavering commitment to the energy sector's growth, resilience, and sustainability.

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L&N Scotland have established a wealth of experience over two decades serving the subsea sector by remaining true to our company core values, with our competencies spanning a broad array, from the manufacture of flow spools, chemical lines and control systems to design and engineering collaboration. Our ability to carry out value added design engineering at conceptual level rests at the heart of our business. L&N Scotland applies design to manufacture principles at project design stages to streamline manufacturing processes, whilst ensuring cost is designed out of any given piping system.

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North-east selected as one of Scotland's first Investment Zones

The North-east economy is getting a multi-million pound boost after being named as one of Scotland's first Investment Zones.

The news was a significant shot in the arm for the area, following disappointment at the start of the year when it lost its bid for green freeport status.

The UK Government had revealed in its spring Budget that 12 Investment Zones were to be set up across the country - and the two areas in Scotland now selected are the North-east and Glasgow city region.

Aberdeen & Grampian Chamber of Commerce Chief Executive Russell Borthwick described the announcement as a "significant vote of confidence" in the future of the region, signalling that the North-east is very much open for business with an exciting future ahead.

The North-east and Glasgow city region will each be supported by up to £80million in targeted investment, tax reliefs and other incentives over five years.

This follows a joint selection process by the Scottish and UK governments.

Neil Gray, the Scottish Government's Wellbeing Economy Secretary, said: "Scotland already has a strong track record in innovation and research and the Investment Zones can build on these strengths.

"They will form part of a joined-up approach that draws on the expertise of our world-leading research, education and training institutions, dynamic business sector and skilled workforce and will enable local communities to benefit.

"A rigorous process has been followed in selecting Glasgow city region and the North-east.

"We look forward to working in partnership with them to create high-quality jobs and ensure that fair work practices, including payment of the real living wage, are embedded in the Investment Zones from the outset."

Alister Jack, Secretary of State for Scotland, said the announcement was exciting news for Glasgow and Aberdeen.

He added: "The establishment of two Investment Zones in these areas will enhance their existing strengths, helping to attract investment, grow our economy and create jobs in priority sectors.

"This will build upon the great progress already being seen with the freeports we announced earlier this year in Inverness and Cromarty Firth and the Firth of Forth.

"We have worked closely with the Scottish Government throughout, which shows again what can be achieved when Scotland's two governments work together to promote a fair spread of opportunities across Scotland."

MEET THE MEMBERS



Mark Russell,
UK Sales Manager,
Eldor UK

WHEN WAS YOUR BUSINESS ESTABLISHED?

Eldor Group was formed in 2006 in Norway, with Eldor UK being established in 2015 in Aberdeen.

WHAT DOES YOUR BUSINESS DO?

Eldor UK specialise in control system (SAS), alarm optimisation, remote operation and telecom and networking solutions. We also offer human factor engineering and HMI (Human Machine Interface), process optimisation and lifetime extension. With the growing global focus on cybersecurity, Eldor UK offer a robust OT cybersecurity solution which is attracting a lot of interest from our existing and potential clients.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

At present we predominantly work with UK North Sea oil and gas companies (although we do have customers out with this region) and we are diversifying into renewables and wind technology, both locally and globally.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Obtaining the desired number of face-to-face client meetings after the impact of CV19 is still proving challenging. Due to various global supply chain issues, we (like many other companies) are

experiencing longer lead-times from our supply chain and this can affect delivery times to our clients.

AND THE BIGGEST OPPORTUNITY?

Offering SVG upgrade solutions to our client base and to a diverse range of industry sectors. Based in Aberdeen and Stavanger, our reach is truly global and we are experts in the interface between engineering and production of automation and telecommunication systems, as well as with integrated operations. Few other contractors cover this specialised expertise. Eldor can help avoid unnecessary time and cost spent with the correct quality of deliveries. Over the years, Eldor has evolved and our capacity to envisage future ways of operations, the utilisation of new technology, and the management of change in people.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Eldor UK has a highly skilled workforce from around the world and we pride ourselves with delivering best-in-class solutions to all of our clients, on a continual basis.



Gill Whyte,
Commercial Consultant,
FD People

WHEN WAS YOUR BUSINESS ESTABLISHED?

French Duncan was established in 1902 however the FD People arm of the business was established in 2021.

WHAT DOES YOUR BUSINESS DO?

FD People are specialists in HR and employment law and health and safety solutions. Through our quality approach

and personable service, we can assist organisations at various stages of their development journey and deliver tailored solutions to meet the needs of their team. Our main focus is to limit risk, reduce cost, enhance efficiency and simplify decision making, giving our clients peace of mind and the tools required to succeed.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

Part of the wider French Duncan accountancy firm, we have been lucky enough to engage with clients from a diverse range of sectors. We work with a variety of companies from sectors such as retail, construction, hospitality, manufacturing, public sector, not-for-profit and much more.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Many of our clients are finding it difficult to retain employees due to changing attitudes towards work and a particular focus on pay over job satisfaction. Additionally, changes in health and safety legislation as a result of Brexit may begin to create certain challenges for many businesses. It is our duty to

support them through this period and ensure that they are following best practices at all times.

AND THE BIGGEST OPPORTUNITY?

We are different from any of our competitors as our clients value our personable service and our solutions that are tailored specifically to their business requirements. Our customer focussed approach gives us the perfect opportunity to get to know their business and its key objectives. Our main priority at the moment is to assist organisations to overcome the recent economic challenges they face and to refine their business practices, simplify processes and empower their team members to make critical decisions.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Helping businesses to flourish and grow with the business services support we offer.



Scott Bichan,
Engineering Manager,
Enerpro Group

Area of expertise?

I've spent the majority of my career in engineering and project management roles, originally specialising in mechanical design. Much of my career has involved site and operations surveys, mainly offshore but also onshore from time to time. I've always enjoyed the travel and the puzzle of making things fit, which is always a challenge on offshore assets.

What should people know?

There is a significant difference in the experience you will gain working for smaller - or bigger - companies. I think that for a lot of people at the beginning of their career, working for one of the larger companies is the goal. However, in my experience, you will have the opportunity to broaden your own skillset more easily in a smaller organisation; assisting other teams, gaining a more "immediate" experience of the company's services and generally finding that you have more variety in your working day.

What's the biggest mistakes companies make?

No matter how much a company grows, it should try hard not to lose the flexibility to meet customer demands. Customers will always remember people that provide a nimble, flexible service and that's what brings them back, keeping the company busy and successful.

What's your top tip?

I'm no expert but in my experience, I think there are two things that people don't do enough at work. Phone calls. Sending an email does not mean a situation is completed or addressed. I think many of us don't talk enough anymore. Make a to-do list. I'm always surprised when I meet people who don't use a task list at work. Not only does it avoid a less organised and inefficient day, it's also an excellent way to track the work that you've undertaken and when it was completed. Plus there's nothing better than being able to tick something off the list!



Dave Milne,
Digital Construction Consultant,
Mitosis Digital Technologies Ltd

Area of expertise?

Mitosis provides 4D construction visualisation services to the exploration, production and renewable industries. Together with my fellow-founder, Tony Beamish, we bring over 50 years' combined engineering and construction experience to the process, giving our clients the means of visualising their construction projects in the virtual world. It's essentially a "digital rehearsal" which identifies and mitigates any constraints well ahead of the actual construction date, inevitably saving time and money.

What should people know?

Many construction projects are late and over budget (remember the Scottish Parliament project?). A 4D model and digital rehearsal can help identify and remove any potential safety or construction issues and it's been used on some of the highest-profile, large-scale construction projects in the UK, such as The Shard in London and the HS2 high speed railway. By identifying and removing any constraints early on in the process, the project teams can increase efficiency, reduce re-work and ensure a safer project delivery.

What's the biggest mistakes companies make?

Relying on traditional planning methods for construction project execution, which can result in serious delays and unforeseen costs. 4D visualisation exists to sort these issues out, so why not harness its power for the energy industry, and increase collaboration and communication across all project stakeholders, particularly the planning, engineering and construction teams.

What's your top tip?

Rehearse, rehearse, rehearse. The only way we get good at something is by doing it more than once. Repetition and familiarity lead to a greater understanding of what is required and how it should be executed. This applies to almost anything you can think of, but when it comes to major construction projects, that rehearsal takes the form of a 4D model. It's simply common sense.

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An Integrated North Sea

Tackling the decision making challenge

With many stakeholders and users of the sea, including oil and gas, fixed and floating offshore wind farms, commercial fisheries and logistics, there is a need to facilitate cross-sectoral decision making to ensure optimal outcomes and positive environmental stewardship.

The National Decommissioning Centre (NDC) is playing a pivotal role in a collaborative project with the Net Zero Technology Centre (NZTC) and the National Subsea Centre to develop a Smart Energy Basin for the UKCS. This concept will provide a suite of decision support tools to map out stakeholders' interactions, visualising their many challenges and prospects for better ways of working.

To demonstrate the concept the project is utilising the NDC's simulator to model two large areas that include the Gannet and Scott fields, as well as a subsea area East of Shetland. Chosen because of their complexity, they feature ongoing oil and gas production, oil and gas decommissioning activities, marine protected areas, potential carbon capture and storage as well as significant wind farm developments.

The project is assisting the energy sector in reducing greenhouse gas emissions through improved emissions modelling, deployment of new technologies, operation optimisation and basin wide decision making. It is also focused on collaborative action to reuse and/or repurpose assets as part of the energy transition.

“As an industry, we’re starting to look at decommissioning as one of the many stepping stones towards the North Sea’s part in the energy transition. The simulator offers a safe space for discussion allowing stakeholders to engage in better decision making processes around the energy transition, and through to energy integration. It allows stakeholders to look at the mature basin as one ‘user’, helping facilitate the conversations that need to happen between the parties which need to be involved.”

Innes Jordan,
Decommissioning Project Manager,
CNOOC International

The simulator is funded by the Aberdeen City Region Deal through the NZTC and the Scottish Government's Decommissioning Challenge Fund.

Modelling technology in different environments

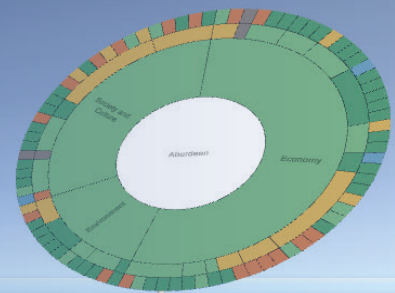
One of the major facilities at the NDC, which is core to the project, is its state-of-the-art simulator, which offers a visually immersive environment to model technologies, processes and data driven scenarios. This facility allows for the virtual trialling of specific technologies and innovations in real time under different sea and weather conditions. It provides a space to optimise and analyse operations before deployment without the high risk or cost associated with trials in open water. Examples include modelling of offshore wind mooring systems, assessment of novel wind turbine substructure designs and construction and testing of decommissioning scenarios.

Simulator – fast facts

- Dome with 9m screen system
- 4 control chairs
- Control room with 3 separate interaction stations
- Modelling
- Ideal for technologies
- Library of marine assets with the ability to develop new models
- Simultaneous subsea and surface modelling
- Flexible stakeholder planning and operations optimisation

Working with the NDC

- World renowned academics and researchers
- Experts in modelling and simulation
- Wide stakeholder engagement and industry expertise
- Leading edge real time physical simulator
- Reduce and manage risks
- Reduce offshore cost and emissions



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Cyber Attacks on the Rise for the Energy Sector

Energy remains a vital sector in the UK, providing energy supplies to local markets, as well exporting internationally. However, in recent years, the Energy Sector has become the UK's top target for cyber attacks, accounting for 24% of all UK cyber attacks in 2021. With increasing pressure on supply chain challenges and energy costs, it has never been more important for Energy companies to focus on cybersecurity risk management.

Aberdeen based IT security company, Nimbus Blue, works with companies to manage cyber risks such as ransom attacks and phishing attacks, which is now one of the top infection methods used against UK businesses and, according to a recent IBM report, led to 63% of cyber incidents in 2021.

Nimbus Blue's Security Lead, Andy Turner, said: "Whilst any business or individual can become a target, Energy sector companies have several characteristics that make them more attractive for cyber criminals. Operational Technology (OT) that is used within the Energy sector can be a prime target for state-sponsored groups aiming to disrupt supplies, or organised cyber gangs seeking financial gains. These systems run the plants, and control the flow and production of energy, so if they are compromised the impact can be devastating. Quite often, these OT systems are installed and never patched, and if they have any connection to the internet, either directly or indirectly via a workstation, they can be vulnerable to attacks."

Data theft is also a growing concern with Intellectual Property (IP) providing a potentially high return for cyber criminals who either sell stolen IP to competitors or hold data to ransom.

"Ransom attacks can either be in the form of ransomware, which encrypts the data, blocking access until a ransom is paid, or data exfiltration, which is the removal of the data from the company network with the threat of it being sold on the dark web, unless the ransom is paid," said Andy. "Recently, these attacks have been seen working in tandem, with the original data being exfiltrated then encrypted, limiting the options of the targeted company."

Whilst advanced security software and regular vulnerability testing is vital to reduce the risk and impact of cyber attacks, staff are often the first line of defence.

Emphasising the importance of staff in any cybersecurity risk management plan, Andy said: "More than ever, Energy companies today need to stay security aware and ensure sufficient investment in the right places, and this includes your staff. By combining more secure systems and processes with user awareness training, staff will be empowered to make the right decision and spot a phishing email or system vulnerabilities; potentially mitigating a cyber attack that could have a lasting operational, financial, and reputational impact on your business."



Cala Homes raises more than £21k for Samaritans

Team members at Cala Homes (North), as well as its partners and suppliers have raised more than £21,875 for its national charity partner, Samaritans.

The Aberdeen-based homebuilder organised The 'Cala North Walk 1875' where participants walked between each of Cala's developments, totalling more than 26.5 kilometres, to raise awareness of mental health issues and fundraise for the charity.

Steve Jarvie, Construction Director at Cala Homes (North), said: "I'm speechless at how much we've raised for Samaritans. Our initial aim was to raise £10,000 for our charity partner, however thanks to the kindness and generosity of our colleagues, suppliers and partners, our total is currently standing at £21,875.

"The topic of mental health is high on the agenda for Cala and will continue to be. Throughout the years, we've carried out many initiatives such as training sessions and seminars - most recently all site staff have completed mental health first aid training.

"The Cala North Walk 1875 has been a great success and knowing the funds will make a vital difference to people in need is incredible."

University awarded second place in the UK for value for money

The University of Aberdeen has been awarded second place in the value for money category of the StudentCrowd University Awards 2023.

It is one of eight categories in which the university is ranked within the UK's top 20 institutions in the awards, which are based on reviews made by students.

Overall, the university was ranked in 14th place as best UK University.

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Our commitment to innovation, creativity, and style ensures that every event we plan is a masterpiece in itself. We collaborate closely with you to craft a personalised approach, making certain that your event is a unique representation of your aspirations. From conceptualisation and event design to seamless execution, Luxe Scot Events handles every intricate detail, allowing you to revel in the celebration without a care in the world.

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Business lessons I've learned



Paul Davidson,
Account Manager, Dräger Marine and Offshore

What does your company do that others don't?

We are the only safety equipment manufacturer based in Aberdeen, which gives us a closer customer relationship and speeds up buying and rental processes. We strive to provide the best customer care possible, providing bespoke service and maintenance packages and tailored training courses. We put the customer first. "Technology for life is our guiding philosophy" – everything we do is to support, protect and save lives.

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

Operators potentially leaving the North Sea due to the financial, political and environmental challenges facing oil and gas. This creates uncertainty throughout the supply chain and whilst there are opportunities in other industries such as clean energy, a substantial amount of work in the North-east of Scotland comes from oil and gas, and without it the region will suffer a severe detrimental impact.

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

Don't sweat the small stuff. I had a period where in a challenging market I was picking at little things due to striving to achieve perfection and putting pressure on the team around me. A trusted colleague pulled me to one side and told me what I was doing. From that day forward it hasn't happened again and I trust my colleagues to do what is required.

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

Listen to people and find their value. We get caught up telling people what is so great about our products (and sometimes ourselves!) and it's easy to just list multiple features and benefits – but what does it mean to them? What do they want and need? Once you listen and know that, that's selling.

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

It may sound corny, but to be in the role I am today with such a prestigious global company. I made

Quick fire round

What was your first job?

Working part-time at the checkouts in Safeway when I was 16.

When would you like to retire?

As long as I'm fit and able, I'm happy to work – unless I win the EuroMillions!

What did you have for breakfast?

Crumpets and coffee

Who, or what, inspires you?

Positivity and teamwork

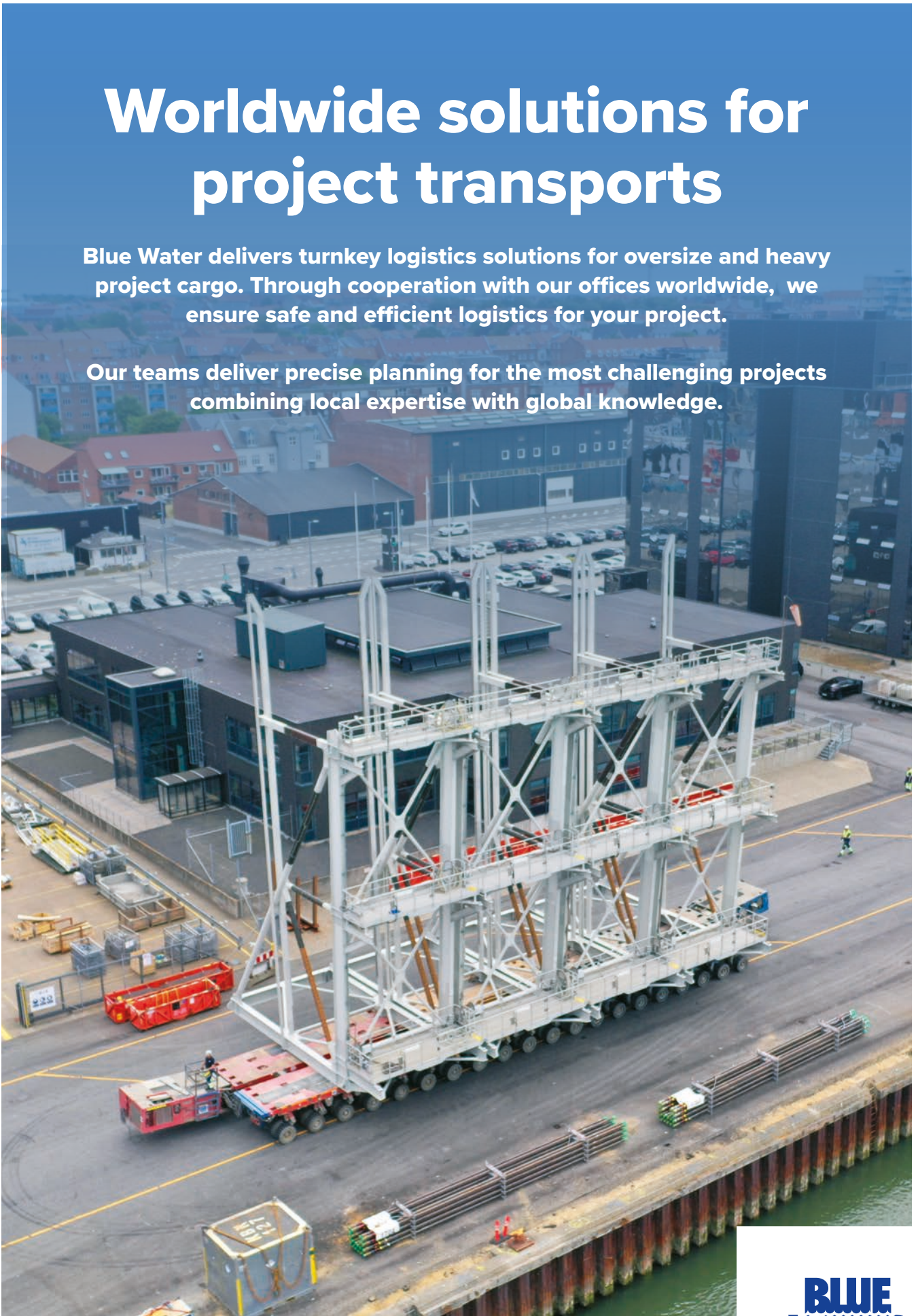
What's the last book you read / film you saw?

Goodfellas

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Fulkrum lands seven figure deal

Leading provider of inspection, expediting, auditing and technical staffing services, Fulkrum, has been awarded a seven-figure contract for the provision of third-party inspection services on Sempra Infrastructure's Port Arthur LNG (PALNG) Phase 1 project in Port Arthur, Texas.

With this new contract, Fulkrum further solidifies its position as a leading inspection, auditing, expediting and technical staffing provider for major energy companies worldwide. The company remains dedicated to delivering exceptional results, fostering long-term relationships, and contributing to the growth and success of the global energy sector.

Aberdeen digital technology scale-up commits £1.2million

Fennex, a digital technology company based in Aberdeen, has announced plans to invest £1.2million to accelerate its transition into the renewables sector, over the next three years. The move will also create up to 12 green jobs.

The company currently partners with leading oil and gas operators and service companies, including Noble Corporation and Transocean, to improve health and safety reporting through its digital safety observation management solution, BBSS™ which leverages artificial intelligence, machine learning and cloud computing to enhance safety performance. It also specialises in developing bespoke digital solutions to optimise operational performance and capital project management. Now, it has set its sights on bringing those benefits to the wind energy sector.

The £1.2million investment includes a grant of almost £200,000 from the Offshore Wind Growth Partnership (OWGP). Fennex is one of just 15 UK firms and seven Scottish organisations to be awarded a share of the OWGP Innovation Grant, which is backed by Ocean Wind and Equinor.

The grant will help Fennex adapt its advanced health and safety technology for the renewables industry, improving collaboration and safety for offshore wind developers and contractors.

‘World-class’ study highlights CCUS potential for North Sea ‘super basin’

A research study led by the University of Aberdeen has identified areas of a North Sea gas ‘super basin’ with the greatest potential for storing industrial carbon emissions, a key aim of the energy transition.

Described as ‘world-class research’ by the UK regulator, the North Sea Transition Authority (NSTA), scientists from the University’s Centre for Energy Transition used subsurface data and techniques usually employed in oil and gas exploration, to produce a detailed technical study of the Anglo-Polish Super Basin in the Southern North Sea to determine its suitability for carbon capture, utilisation and storage (CCUS).

Their results confirm the huge potential of the area – a globally important hydrocarbon basin – as a future CCUS hub where industrial emissions can be safely stored in former gasfields and other geological formations.

If used in this way, the basin could play a major role in helping European nations sequester carbon emissions and meet net zero targets while promoting energy security, protecting industrial activity and prolonging the life of North Sea basin infrastructure.

As well as showing the geological criteria that determine the areas with the greatest potential, the study also highlights the need to assess non-geological risks – such as the potential for leaks along legacy wells and the need to avoid co-location conflicts with other stakeholders such as windfarm operators or the fishing industry.

The research provides a framework that can be used to determine CCUS suitability in other major basins around the world, as part of global efforts to safely store billions of tonnes of CO₂ in geological formations.

The two-year study funded by the Net Zero Technology Centre was led by Professor John Underhill, Director of the University’s Centre for Energy Transition, along with colleagues from Heriot Watt University in Edinburgh. It was published in the AAPG Bulletin, a high-impact major international journal.

Professor Underhill said: “The study highlights the areas where the best carbon stores are located and provides a basis to evaluate and rank sites.

“Perhaps just as importantly, it also demonstrates the urgent need for regulators and stakeholders to work together to resolve any issues that may arise from the co-location and overlap of technologies to avoid competition for the offshore real estate. This is vital in ensuring that the UK remains on track to retain energy security and meet its net zero emission targets.

“The study also has global relevance and application, and the workflow we have used has already been adopted by other countries. We have also used it to undertake studies in other parts of the UK as well as in Malaysia, Egypt and Brazil.”



Professor John Underhill

Dr Nick Richardson, Head of Exploration & New Ventures at the UK’s regulator for Carbon Storage activities, the North Sea Transition Authority, said: “The Aberdeen University-led team has made a timely and incisive contribution with this world-class research that puts the UK’s storage resource capability on the map as a leading destination for the sequestration of industrial emissions from across Europe.

“By establishing a consistent regional geological framework, this work will assist the evaluation of storage sites within the Southern North Sea, allowing the optimisation of their exploitation and supporting assessments of risk and uncertainty. It will also aid regulatory and marine planning bodies in their ongoing efforts to identify synergies between offshore activities, and maximise opportunities for innovation and collaboration on the pathway to net zero.”

Graeme Davies, Harbour Energy’s Project Director of Viking CCS said: “The UK Continental Shelf, and in particular the Southern North Sea Gas Basin, provides world-class CO₂ storage opportunities as we look to decarbonise our industrial and power sectors.

“This leading independent academic study into the basin’s geology and structured approach to risk segment analysis provides a robust platform for the long-term development of CO₂ storage opportunities and provides further insight into how we are well positioned to use our existing oil and gas sector’s skills, data and infrastructure to help develop the burgeoning CCS industry in the UK.”



Ross Barclay
Managing Director,
RMD Limited

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MEET THE MEMBERS



Jimmy Buchan,
Managing Director,
Amity Fish

WHEN WAS YOUR BUSINESS ESTABLISHED?

Amity Fish Co was established 2010, with the e-commerce side of the business launching in 2020 during the pandemic.

WHAT DOES YOUR BUSINESS DO?

Amity is an award-winning seafood supplier, sourcing the best available catch for homes and businesses across the UK. We work in food service/ seafood wholesale but also have an e-commerce platform where fish box customers can order directly to their homes.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We have a wide variance of customer from fish and chip shops to fine dining, rigs and restaurants. As well as our fish box customers.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Customers are very conscious of spending. Energy costs are absorbing their cash flow which in turn is reflected in their customers who also have the cost-of-living issues to deal with.

AND THE BIGGEST OPPORTUNITY?

New opportunities will always come along, this current crisis will not always last and therefore we have to be ready. People need to eat and having products that fit all levels is key to be bringing new customers in.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

I am passionate about the journey Amity is on and how the team have worked so hard to get where we are today – it's a true saying, there is no "I" in "TEAM"

WHAT HAS BEEN MOST VALUABLE TO YOU AS MEMBERS OF ABERDEEN + GRAMPIAN CHAMBER OF COMMERCE?

We are still at early stages of working with the Chamber and have much to learn – so far they have been helpful in providing us opportunities to network and share what we do with fellow members. We are excited to see what lies in store.



Tony Butcher,
Survey Manager,
Cadherent Ltd

WHEN WAS YOUR BUSINESS ESTABLISHED?

2006, although I joined Cadherent in 2018.

WHAT DOES YOUR BUSINESS DO?

Cadherent is an engineering consultancy that also has in-house visualisation and surveying

departments. I head up the survey department.

WHAT SORT OF COMPANIES DO YOU DO BUSINESS WITH?

We have a wide range of clients in many different sectors. In the last year we have completed surveys on offshore oil and gas platforms, in whisky distilleries, at hydroelectricity sites, at offshore wind equipment manufacturers and in food factories. We really are able to survey anywhere and within any industry.

WHAT IS THE BIGGEST CHALLENGE AT THE MOMENT?

Keeping up with the rapid advancements in technology within the survey industry. Embracing new technologies and staying at the forefront of innovation is essential for our department's success. We have already leveraged AI technology in some of our survey data processing. AI-powered tools in survey and photogrammetry are proving to be invaluable in streamlining efficiency and allowing us to remain as competitive as possible in this market.

AND THE BIGGEST OPPORTUNITY?

Expanding further into new markets, capitalising on our expertise gained from servicing our existing clients. We have developed a strong foundation of knowledge and experience through successful projects especially when our surveying work is supported by our engineering and visualisation services, this allows us to bring valuable insights to new industries.

WHAT ARE YOU MOST PASSIONATE AND PROUD OF?

Most surveyors should give a similar answer to this question, and it is accuracy! I am passionate about striving for excellence in every aspect of our surveys, we need to ensure a very high level of accuracy, we need to obtain quality 3D data and we need to optimise efficiency while we do it.



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- Modular containers
- Innovation design
- Hydrogen Skids
- Welding Advisory
- Green hydrogen process skids
- Bespoke fabrication design
- Drag Anchors
- Suction cans
- Vessels process pipework and valves
- Fabricated parts of FLOW substructures

Forsyth's Facilities Map

Existing facilities

- Kells, Ireland
- Hong Kong



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F4OR
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Renewables



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Forsyths have completed many multi-discipline contracts for Offshore Oil & Gas clients, including modular skid units for glycol regeneration, flare knock out, sulphate removal process, compression, heat and cooling medium, hydrocyclone packages, desalination, open drains, copper adding and various separation and filtration packages.



The Buckie quayside facility is ideal for manufacturing, final assembly and load out of large fabrications up to 450 tonnes. Two purpose built assembly sheds feature 75/90 tonne internal crange with 12/15 metres under hook height. Buckie Harbour can accommodate large vessels and the port of Buckie has an excellent shipyard, with slipping and chandlery facilities.

The majority of the carbon steel fabrications are carried out at the three facilities at Buckie, with the other three facilities at Aberdeen, Rothes & Caithness fabricating carbon steel and exotic steel structures in purpose built clean shops.

The engineering team at Forsyths use STAAD Pro to design to the various international standards and codes. Forsyths manufacture many different types of structures for onshore, offshore topside, offshore renewables and subsea purposes.



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• CAITHNESS • KELLS, IRELAND

F4OR
Fit For Offshore
Renewables

RSK Group acquires engineering and energy transition experts PD&MS

PD&MS, a specialist engineering services company operating within the energy transition, conventional energy, low carbon and renewables sectors, has been acquired by RSK, a global leader in the delivery of sustainable solutions.

The Aberdeen-based company has been operating since 2002. Synergie Environ and Optimus joined PD&MS in 2021 and 2022, respectively. The business works with some of the biggest names in the energy industry, helping them to transition toward decarbonisation and net zero.

With a second operations base in Azerbaijan, PD&MS has a headcount of more than 700 professionals, offering full-life-cycle solutions in consultancy, engineering, procurement, construction, commissioning and decommissioning. Its annual turnover in FY22 was £84.1million.

PD&MS Chief Executive Officer Simon Rio, who has been leading the business for 10 years and will continue to do so, said: "We see RSK Group as the perfect home for the business moving forward, owing to its world-leading expertise in environmental and sustainability solutions. This deal represents a landmark moment in the evolution of PD&MS and will enable us to significantly accelerate our growth in new energy markets, while continuing to support our conventional energy clients to maximise economic recovery and play a pivotal role in their energy transition journeys.

"We are passionate about playing our part in addressing the energy transition. Our increased offering as part of the RSK Group will further enhance the scale and impact that we can make to help our growing customer base produce affordable, secure and sustainable energy."

Aberdeen International Airport welcomes rating

Aberdeen International Airport has received the highest "very good" rating in the UK Civil Aviation Authority's annual airport accessibility report.

To achieve this classification, airports must provide a consistent and high-quality assistance service throughout the year.

Mark Beveridge, Operations Director at Aberdeen International Airport, said: "Our special assistance team puts in an incredible amount of hard work to ensure passengers who require that little bit of extra help get the support and exceptional service they deserve.

"At Aberdeen International Airport we firmly believe that air travel should be for all and thanks to the care and diligence of our people, more and more passengers who require additional support feel emboldened to fly.

"The airport's Persons with Reduced Mobility (PRM) service is delivered by our partners ABM and I want to thank them and indeed all the staff involved in the customer journey for their fantastic work this year."



ORKA educates landlords on installing EV chargers

In response to increasing interest and inquiries from landlords about Electric Vehicle (EV) Charging Points, ORKA, a leading provider of sustainable energy solutions, sheds light on the current landscape of EV charger installation in rental and leasehold properties. While landlords currently have no legal obligation to install EV chargers, ORKA highlights the availability of grants until March 2024, making it an opportune time to explore these solutions.

As the world moves towards a greener and more sustainable future, EV charging infrastructure plays a pivotal role in supporting the adoption of electric vehicles and reducing carbon emissions. Recognising this trend, ORKA has actively engaged with landlords to address ESG compliance and sustainable energy management needs.

Scott McLaughlin, a local Estates Manager, emphasised the importance of considering EV charging solutions, stating "Choosing ORKA means utilising a Local EV installer to deliver a no-frills product that blends in seamlessly with any environment. ORKA's fast response to any queries and follow-up actions ensure that busy Estates Managers need not fret over any environmental commitments."

To explore ORKA's sustainable energy solutions and discover the benefits of EV charger installations, please visit www.orka-solutions.co.uk.

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The logo consists of a white square containing the letters 'GH' in a bold, sans-serif font, followed by the word 'GennyHire' in a larger, bold, white sans-serif font.



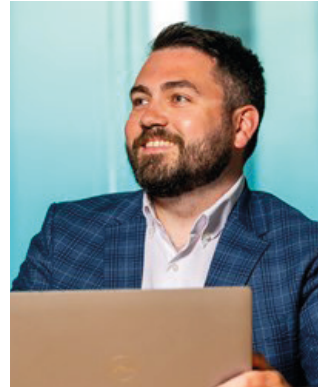
Libby MacKenzie

TechForce Cyber, a cybersecurity company, has announced the addition of Libby MacKenzie to the team. Libby joins as a Digital Marketing assistant. She was one of the first digital marketing undergraduates in Scotland.



Andrew Hockey

Andrew Hockey has joined the Engineering Construction Industry Training Board (ECITB) as CEO. The ECITB's former Director of Operations, Andy Brown, has been interim CEO since Chris Claydon's departure earlier this year. Andrew comes with four decades of experience, latterly having held numerous directorships and CEO roles across the energy sector.



Cameron Lepper

Skills Development Scotland has appointed a new Chair to its digital economy skills group (DESG), an industry and public sector partnership which aims to enhance the country's digital capability. Cameron Lepper, Head of Cloud Commercial and Optimisation at education software company Tribal, takes over from Ross Tuffee.



Davie Nicoll

Oilenco has announced the appointment of Davie Nicoll, who has joined the company as Business Development Manager for Sub-Saharan Africa (SSA). Davie has spent more than 16 years working across a variety of downhole intervention roles, most recently managing the intervention business in SSA for a leading well intervention company.



Alistair Duncan, Malachy McLernon & Neil Dinnes

AAB, the tech-enabled business critical services group, has announced changes to the leadership team following a period of exceptional growth. Alistair Duncan has been promoted to Indirect Tax Partner. Malachy McLernon, Corporate Tax Partner, will take on the role of Head of Corporate and Indirect Tax, taking the reins from Neil Dinnes, who moves into the new role of Group Business Development Partner.



Jemma Reynolds

A research assistant from the National Subsea Centre has landed a key position to improve diversity in engineering. Jemma Reynolds has been selected by the Engineering and Physical Sciences Reach Council as a women in engineering ambassador.



Andrew Leggat

One of Aberdeenshire's most historic hotels has strengthened its management team. Pittodrie House Hotel, located at Chapel of Garioch, near Inverurie, has welcomed Andrew Leggat as Hotel Manager. He was previously the hotel's weddings, events and front office manager.



Peter Mather

The Net Zero Technology Centre has announced the appointment of Peter Mather as its new Chair, promoting him from his previous role as a Senior Independent Director on NZTC's Board which he has held since April 2022. He will succeed Martin Gilbert who joined as chair of the NZTC Board in June 2020.



Tony Brady

Tony Brady has been appointed Business Development Director for Sodexo Energy & Resources business, based in Aberdeen. He has global experience across the oil and gas and energy transition supply chain and joins Sodexo from ASCO Group.



Mike Halliday

Torque specialist EnerQuip has achieved another important growth landmark by employing its 100th member of staff. Mike Halliday who has been appointed Business Development Manager. He has had more than 20 years in business development and sales management positions with various global organisations.



Stuart MacAlpine

International School Aberdeen has announced the appointment of Stuart MacAlpine as its new Middle and High School Principal. His career in education has taken him all over the world, from Singapore and New Zealand and more recently to Denmark where he's spent the last two years with the LEGO Foundation as Senior Director.



Janine Brand

Sodexo's Energy & Resources business has appointed Janine Brand as Health, Safety, Environment and Quality Manager. She joins from Hydrasun.



Tony Wright

ASCO, the global integrated logistics and materials management company, has appointed Tony Wright as its new Group Chief Financial Officer following the retirement of Gary Paver. Tony has over 25 years of expertise in senior roles in the energy and construction sectors across the UK, Middle East, South-east Asia and Africa.



Lee Harrow

Engage PR, has added an experienced media industry professional to its business. Lee Harrow has 24 years' media and communications expertise and was previously a Depute Editor of the Dundee Evening Telegraph and head of a magazine division at publisher DC Thomson. She has been appointed Communications Director at Engage.



Scott McGinigal

Spirit Energy has appointed Scott McGinigal as technical services and HSES Director as the company looks to new horizons amidst the energy transition. He joins from CNOOC where he held various leadership roles.





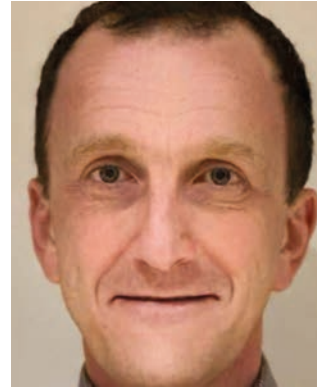
Matthew Gray

DTI has strengthened its management team with the appointment of Matthew Gray as its new Global Business Development Manager for Energy Transition Technologies, to support strategic growth plans. Matthew has more than 20 years' experience within the energy sector, specialising in well completion, intervention, testing and abandonment.



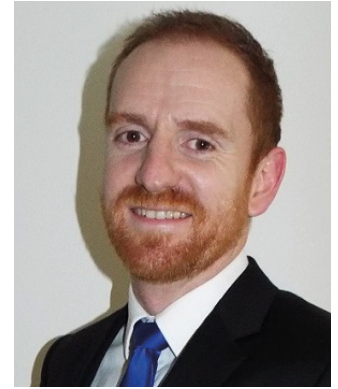
Benoit Lamoussiere

Ponticelli UK, a leading construction and maintenance service contractor to the energy and petrochemical industries has appointed Benoit Lamoussiere as Strategy and Sales Director.



Massimo Delia

International well plug and abandonment specialist Well-Safe Solutions is expanding into the Asia Pacific region with the appointment of Massimo Delia as General Manager of newly-created Well-Safe Solutions Pty. Massimo, based in Perth, Western Australia, joins with over 20 years of subsea commercial and engineering experience in a variety of strategic and managerial positions.



Calum Crighton

Decom Mission has named Calum Crighton as a new member of the Decom Mission Board. He is a Partner at legal firm Gilson Gray and heads up the energy division.



Rod Hutchison

Rod Hutchison - a corporate law practitioner with over 20 years' experience - has joined Aberdeen Considine as a Partner in the firm's Corporate and Commercial team in Aberdeen. Rod specialises in mergers and acquisitions, acting for investee companies on securing equity investment, corporate restructures, joint ventures, contracts and corporate governance.



Justin Green

Wrights Dowson Group are delighted to announce the appointment of Justin Green as Operations Manager within their Energy Services Division. Justin joins WDG from ROMAR / Archer having previously worked for M-I Swaco for over 20 years in various national and international roles.



Barry Marshall

AISUS, part of Valor Energy group, has announced the appointment of Barry Marshall as General Manager. Barry has been an integral part of the AISUS success story and has demonstrated exceptional leadership and competence throughout his journey at the company.



Charlie Rowley

Leading and award-winning communications consultancy Cavendish Consultancy (formerly BECG Group) has appointed national political expert and Michael Gove's former Special Adviser, Charlie Rowley as a Senior Strategic Advisor to the Consultancy's Advisory Board.



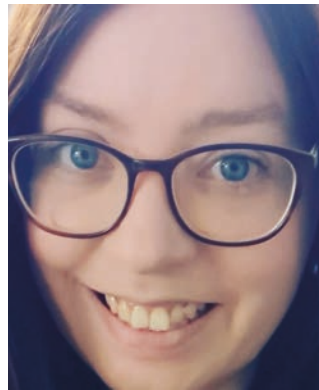
ON THE
MOVE

Have you
changed role
recently?



Sophie Hannah

SBP Accountants & Business Advisers (SBP), a North-east accountancy firm with offices in Aberdeen, Peterhead, Fraserburgh and Banff, has announced the promotion of Sophie Hannah to Director. The 26-year-old joined SBP in 2013 as an Accounts Assistant following work experience during school. She became a qualified accountant in 2019.



Chloe Paterson

Chloe Paterson has joined Solab IT Services as a Software Support Specialist. She has had various administrative roles in the energy industry.



Derek Smith

Carbon-Zero, a provider of energy and carbon consulting services, has named Derek Smith as its new Energy and Sustainability Consultant. He brings with him over nine years of experience in energy assessment.



Mandy Macarthur

Langstane Housing Association has welcomed Mandy Macarthur as the new Director of Finance and Corporate Services. The previous Director, Lynne Macfarlan, has retired.



Mark Russell

Eldor UK, based in Aberdeen, has appointed Mark Russell as UK Sales Manager. He brings more than 40 years of experience in sales, marketing and business development, predominantly in the oil and gas industry.



Ricci Boston

Global Underwater Hub (GUH), a trade and development body representing the UK's £8billion underwater industry, has announced the appointment of a new Regional Manager. Ricci Boston, based in Newcastle, will be instrumental in increasing engagement among GUH's members and expanding its membership base in the north of England.



David Lennox

After two years working part-time at the Aberdeen office of Doig + Smith, David Lennox has graduated with a first-class honour in BSc (Hons) Quantity Surveying and Commercial Management. He has accepted a full-time position as a quantity surveyor at Doig + Smith.



Ashton Hutchison

Estate and lettings agency Northwood North East Scotland says Ashton Hutchison has joined its team. Trainee Property Manager Ashton started with the company following her graduation from the Robert Gordon University with a BSc in architectural technology.

Send your good news to bulletin@agcc.co.uk
to feature in our new weekly mailer.

Major student careers fair returns to city

Robert Gordon University (RGU) and the University of Aberdeen are delighted to announce the return of the North of Scotland Universities Careers Fair.

Students from both institutions are invited to network with industry professionals, obtain career advice, and find out about graduate and placement vacancies at the Music Hall in Aberdeen city centre on Thursday, October 5.

The recruitment event will highlight a diverse range of graduate-level roles and placement opportunities available across the region with the universities' keen to attract a variety of businesses, from SME and medium size companies to large corporations and voluntary organisations.

Running from 2:30pm to 7:00pm, the event's jointly hosted by the employability teams at Robert Gordon University and the University of Aberdeen and will help students gain employability skills, secure jobs, provide entrepreneurial support, start businesses, and access internships.

Scott Barr, Senior Vice President of Operated Assets at Harbour Energy, event sponsors, said: "This event is a great opportunity for students to find out more about graduate and placement vacancies right across the North of Scotland.

"With both the University of Aberdeen and Robert Gordon University involved, there's a huge array of different career paths to consider, including in the oil and gas sector, so we hope to see as many people there as possible."

Businesses interested in exhibiting at the careers fair can contact employability@rgu.ac.uk for more information.

Recognition for Brodies

Law firm Brodies has again been recognised by the annual Chambers UK High Net Worth Guide for advising clients on high-value personal and family matters.

The firm maintains band one rankings for private wealth law services in Aberdeen, Glasgow and Edinburgh, and as national leaders outside London. Brodies also retains a band four UK-wide ranking for family/matrimonial finance law.

Eight lawyers are recognised in the individual rankings, including Partner Susanne Batchelor, who is ranked band one for the first time, alongside Mark Stewart, who retains his band one. Partner Alan Barr is awarded senior statesperson status and Partner Shaun George is ranked band four in the UK-wide category of family/matrimonial finance.

The Chambers UK High Net Worth Guide and its rankings for firms and individuals are based on detailed research and feedback from clients and legal peers.



Hazchem Safety investment

Aberdeen-based offshore specialist Hazchem Safety, a provider of safety solutions and personal protective equipment, has announced a seven-figure investment in a new building in Buckingham, England.

Extending the offering of its Dyce trade counter and warehouse, the new Southern facility sees a significant increase in square footage, effectively doubling both the warehouse and office space. This expansion ensures that the company can cater to a larger volume of customers, while significantly reducing stock-outs and improving lead times.

Marlon Douglass, Sales Manager, Hazchem Safety, said: "We are excited to unveil our expanded premises, which represents a significant milestone in Hazchem Safety's journey. The increased warehouse space and stockholding capacity will enable us to meet the growing demands of our customers, improve our operational efficiency, and ensure an even higher level of service excellence. It is a key part of our business growth as it allows Hazchem to take on new larger contracts as we support our customers that require a greater volume of PPE solutions for their employees."

Recruitment drive at ICR Group

ICR Group has recorded its highest turnover since the business was launched in 2011 - and is set to grow its workforce significantly over the next year.

The Aberdeen-headquartered firm's turnover for its 2022-23 year-end was £41.7million - a 20% increase on its previous financial year.

ICR, a technology-focused provider of specialist maintenance, inspection and integrity solutions across multiple sectors, has seen growth driven by strong activity in its core energy sector operations, the roll-out of an internationalisation strategy and diversification into other sectors.

Headcount has increased globally by 15%, from 204 to 235, since May 2022, and the firm expects to create around 50 jobs across its operations during the next phase of its strategy.

Plan your next big *adventure*

These days, retirement is less about slowing down and more about regaining time – to enjoy the hobbies and adventures you’ve been dreaming about for so long. But with the shift to financial self-reliance, making the right retirement decisions means you need advice that’s personal to you.

That’s where we come in. We can give you a local, friendly service backed by the strength and security of a FTSE 100 company, St. James’s Place Wealth Management. We can help you manage your income and savings, while guiding you through the complexities of tax.

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necessary until we can print this single word on each individual dial leaving our workshops: "*Superlative.*" It's the mark of our autonomy, responsibility and integrity. This is all we make, but we make it all. So that, in time, you can make it your own.

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