

# BUSINESS INTELLIGENCE

The Magazine of Hull & Humber Chamber of Commerce

June/July 2016

Issue 32

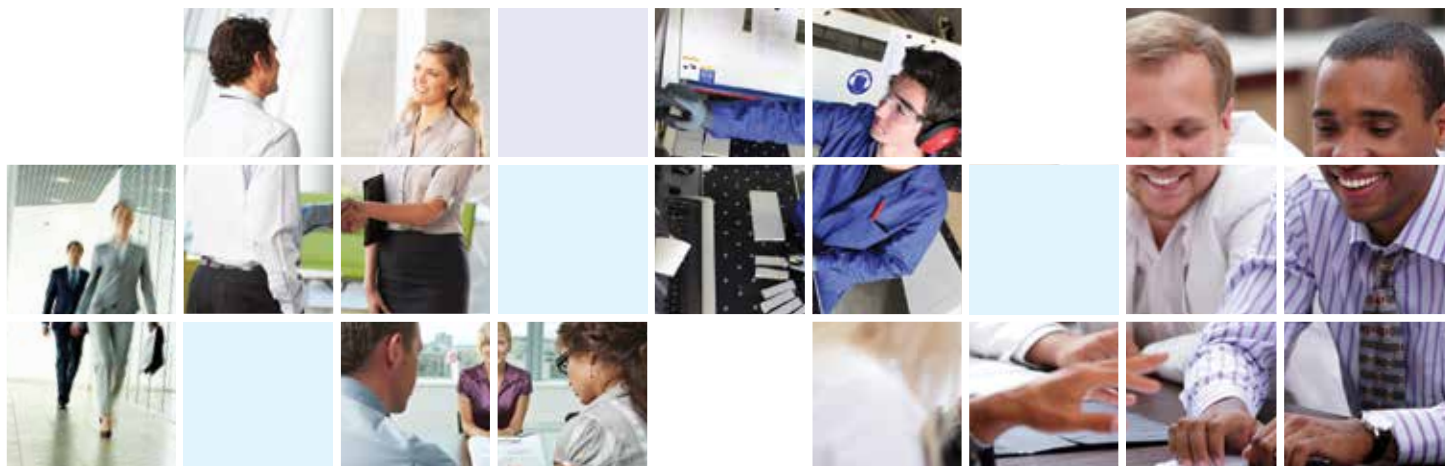


## Chamber Welcomes £6 Billion Pound Man from Dong



*Looking after your interests,  
looking after you*

## GOOD BUSINESS IS ALL ABOUT FORMING STRONG RELATIONSHIPS



Heptonstalls will work with you proactively,  
to help you achieve your goals and objectives.

Our commercial team can help you in a number of areas including commercial property, business law, commercial contracts, employment law and much more.

So, whether you are negotiating a property transaction or dealing with employment issues, our team has the knowledge and experience to ensure your best interests are looked after.

To find out how we can help you, call us today on **0800 917 8267**



7-15 Gladstone Terrace | Goole | East Yorkshire DN14 5AH

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



# BUSINESS INTELLIGENCE

Hull & East Yorkshire (Head Office)  
34/38 Beverley Road, Hull HU3 1YE

Tel: 01482 324976

Northern Lincolnshire Office  
Port Offices, Cleethorpe Road, Grimsby  
North East Lincolnshire DN31 3LL

Tel: 01472 342981

[www.hull-humber-chamber.co.uk](http://www.hull-humber-chamber.co.uk)

Email - To help us deal with your message more quickly, please select the most appropriate address from below:

General: [info@hull-humber-chamber.co.uk](mailto:info@hull-humber-chamber.co.uk)

International Trade: [itc@hull-humber-chamber.co.uk](mailto:itc@hull-humber-chamber.co.uk)

Training: [info@chambertraining.com](mailto:info@chambertraining.com)

Press Releases: [press@hull-humber-chamber.co.uk](mailto:press@hull-humber-chamber.co.uk)

Website comments or suggestions:  
[webmaster@hull-humber-chamber.co.uk](mailto:webmaster@hull-humber-chamber.co.uk)

## Contributing Editor

John Dean & Francis Griss

Email: [deangriss@btinternet.com](mailto:deangriss@btinternet.com)



04 14  
28 30

**distinctive**  
PUBLISHING

## Production & Design

Distinctive Publishing  
Unit 6b, Floor B, Millburn House, Dean Street,  
Newcastle Upon Tyne NE1 1IE

## Advertising

Tel: 0845 884 2343

Email: [john.neilson@distinctivegroup.co.uk](mailto:john.neilson@distinctivegroup.co.uk)

Tel: 0845 887 3805

Email: [helen.gowland@distinctivegroup.co.uk](mailto:helen.gowland@distinctivegroup.co.uk)

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

## Disclaimer

Distinctive Publishing or Hull & Humber Chamber of Commerce cannot be held responsible for any inaccuracies that may occur, individual products or services advertised or late entries. No part of this publication may be reproduced or scanned without prior written permission of the publishers and Hull & Humber Chamber of Commerce.



Front Cover Image - Chris Waud of GoPhoto

## CONTENTS

4	CHAMBER PRESIDENT	30-31	BIG INTERVIEW
5-6	CHAMBER NEWS	32-41	FEATURE: TRANSPORT AND LOGISTICS
9	LEGAL Q&A	42-45	MEMBERS NEWS
10	MEMBERS NEWS	46-47	PATRONS NEWS
11	FOCUS ON FINANCE	48	INTERNATIONAL TRADE
12	CHAMBER POLICY	49	CHAMBER PARTNERSHIPS
13	LEGAL MATTERS	50	MOVERS AND SHAKERS
14-15	CHAMBER EXPO 2016	51	NEW MEMBERS
16-21	FEATURE: BUSINESS SUPPORT	52	CHAMBER EVENTS
22	MEMBERS NEWS	53	FEATURE: HOSPITALITY AND EVENTS
26-27	BUSINESS AWARDS	44	LAST WORD / EVENTS DIARY
28-29	COVER FEATURE: TRANSPORT AND LOGISTICS		

## CHAMBER PATRONS

As a not-for-profit organisation, the Chamber, is very grateful to our Patrons, who support us in our aim to help our Members develop their businesses.

KC  
Arco Humberside  
PricewaterhouseCoopers  
Streets Chartered Accountants  
Associated British Ports  
SPS Group of Companies  
Hull News and Pictures  
On Loan Recruitment Ltd

Tiger Events  
Clugston Group Ltd  
St Stephen's  
James Legal Ltd  
Wilkin Chapman LLP Solicitors  
C. Spencer Ltd  
Oaklands Hall Hotel  
Viking FM & Magic 1161

University of Hull  
Bridge McFarland Solicitors  
The Insurance Partnership Financial Services  
Rapid Accommodation  
Ludo Studio Ltd  
Brammer and Buck & Hickman  
Together  
Andrew Jackson

**CHAMBER OFFICERS & STAFF**

President: Owen Finn  
 Vice-President: Phil Ascough  
 Imm. Past President: Steve Eastwood  
 Chief Executive: Ian Kelly

**CHIEF EXECUTIVE'S OFFICE**

IT Manager: David Marritt  
 Finance Manager: Laura McDermott  
 Finance Assistant: Gemma Saxby  
 Company Secretary: Sam Dennison  
 External Affairs Manager: David Hooper  
 Senior Receptionist: Susan Suddaby  
 Receptionist: Laura Carrison  
 Receptionist (Apprentice): Lauren Birnie

**MEMBERSHIP & BUSINESS DEPARTMENT**

Membership & Business Manager: Bruce Massie  
 Membership Secretary: Janice Harrison  
 Membership Development Executive: Mike Pickering

**INTERNATIONAL TRADE CENTRE**

Director of International Trade: Pauline Wade  
 International Trade Co-ordinator: Lorraine Holt  
 Export Documentation Assistant: Susan Suddaby  
 Export Documentation Team Leader: Alison Burnett

**NORTHERN LINCOLNSHIRE OFFICE**

Northern Lincolnshire Manager: Anne Tate  
 Information & Administration Officer: Marilyn Waud

**HULL CITY CENTRE BUSINESS IMPROVEMENT DISTRICT**

City Centre (Bid ) Manager: Kathryn Shillito  
 Personal Assistant: Francesca Sharp  
 Business Liaison officer: Melanie Toogood  
 BID Support Officer: Mark Andrews  
 BID Support Officer: Raich Orr  
 Marketing & Events Co-Ordinator: Catherine Goble

**CHAMBER ACORN FUND (HUMBER) LTD**

Manager: Peter Sykes  
 Personal Assistant: Margaret Meyers  
 Loans Manager: Karen Mulligan  
 Contract Manager Start Up Loans: Craig Simpson  
 Start Up Loans Co-Ordinator: Caroline Sturgeon

**CHAMBER ENTERPRISE (HUMBER) LTD**

Business Adviser: Heather McIntyre

**CHAMBER TRAINING (HUMBER) LTD**

Head of Training: Rachel Mendham  
 QA/HR/E&D Manager: Petra Seifert  
 Administration Manager: Joanne Norton  
 Training Manager: Kristi Clark  
 Lead Tutor & Support Co-ordinator: Leslie North  
 Advanced Apprentice: Sophie Phillipson  
 Finance Officer: Nadine Dobbis  
 Assessor/Trainer BA/CS: Nicola O'Connor  
 Marketing/Recruitment Co-ordinator: Carol Gill  
 Assessor Care: Tracey Platten  
 Assessor Care: Claire Saxton  
 IV/Assessor/Trainer/Care Team Manager: Linda Parker  
 Assessor/Senior IV Care: Michelle Allan  
 Assessor/Trainer Care: Nicola Tripp  
 Assessor/Trainer BA/FS: Karen Prince  
 Administrative Assistant: Kathryn King  
 Advanced Apprentice Administration Assistant: Lucy Holmes  
 Functional Skills Tutor: Julie Lockwood  
 Assessor Care: Becky Booth  
 Assessor/Tutor: Tracey Seofield  
 Assessor/Tutor: Tricia Whiting  
 Assessor/Tutor: Wendy Marritt  
 Assessor/Tutor: Suzie Leadham

[www.hull-humber-chamber.co.uk](http://www.hull-humber-chamber.co.uk)



# From the Top of the Shop

By Owen Finn, Chamber President

One of the best parts of becoming your Chamber President in March this year is meeting other successful business people. I am always pleasantly surprised by the sheer variety of business Members we have at the Chamber, ranging from major international companies to local branches of the RSPCA. All of these businesses help keep the economy moving in the Hull and Humber region.

The Chamber, through its quarterly surveys, gives a good overview of the key indicators of how our local economy is moving. The first quarter of 2016 showed a marked slowdown. This has not been helped by the forthcoming EU Referendum with many businesses holding off investment until the result is known. At the Chamber we are organising events to give our Members the opportunity to participate in debates and hear the pros and cons of this massive decision which will affect the UK's future for many years to come.

We are in a time of global uncertainty with low interest rates and low growth. Our small/medium enterprises are well placed to kick start growth through their ability to act quickly to new opportunities and explore new export opportunities where British goods are in demand. Business growth is not easy as for every five new businesses, two existing ones fail and only half of those new businesses survive more than four years. The Government must do more to help business overcome its challenges and create an environment where more businesses grow and prosper and create wealth for our country. The work of our Local Enterprise Partnership and growth hubs are key to ensuring the area receives the investment it needs, feeding those funds to our local companies to sustain our growth in the region.

The Humber Estuary is a resource which has given the area a lot of its prosperity and is our natural route to international trade. We must continue to use this as part of our portfolio of regional assets to draw investment to the region.

Our area has had many successes including the HullBID Ballot, but I am looking forward to Hull's City of Culture 2017 year which is an opportunity to showcase all our area to the world and bring benefits to the local economy.

# Prime Minister Thanks Chamber for its Work in Caribbean

Prime Minister David Cameron has written to Lord Howard thanking him for the work that the British Caribbean Chamber of Commerce (BCCC) does in the Caribbean.

The BCCC was founded and is managed by the Hull & Humber Chamber of Commerce, making it the only Chamber in the UK directly to run a British bi-lateral Chamber of Commerce.

Lord Howard visited the Caribbean earlier this year, following David Cameron's trip in September 2015 when he became the first serving British Prime Minister in 14 years to make an official visit to the islands. The Prime Minister also used his visit to announce £300-million of aid funding for infrastructure projects across the Caribbean,



The British Caribbean Chamber delegation meets the President of Trinidad and Tobago His Excellency Anthony Carmona, February 2016.

including roads, bridges and ports, and a new £25-million prison facility for Jamaica. The cash will help boost international trade links between the Caribbean and the UK and the British Caribbean Chamber is assisting British companies who may seek supply chain opportunities from the £300-million spend.

In his letter to Lord Howard, Mr Cameron said: "I appreciate you taking the time to share with me the warm and supportive words of the Prime Minister of Grenada and the Prime Minister of Saint Lucia. I firmly believe that we must continue to strengthen our ties with the Caribbean and build on the commitments to a deeper partnership made during my visit to the region last year. I am very grateful for the ongoing work of the British Caribbean Chamber of Commerce in support of this."

During his first official visit as Patron of the British Caribbean Chamber, the former Home Secretary Lord Howard met business members of the Trinidad and St Lucia Chapters of the Chamber in his new role, as well as a string of dignitaries including the Prime Ministers and Governor Generals of Grenada and St Lucia, as well as the President of Trinidad.

Lord Howard was accompanied by Dr Ian Kelly, Group Chief Executive of the British Caribbean Chamber of Commerce, and Deputy CEO,



Pauline Wade and Lord Howard with business leaders in Castries, St Lucia.

Pauline Wade. In Trinidad, the Chamber teamed up with British High Commissioner, Tim Stew MBE, James Telfer, Trinidad Chairman, and Tracey Hoford, Country Manager, to visit His Excellency President Anthony Carmona and the Hon Paula Gopee-Scoon, Minister of Trade and Industry for Trinidad and Tobago. Together they discussed key issues including inward investment, crime, energy policy, tourism and food security.

Whilst the issue of the UK's position in Europe and 'Brexit' was raised with Lord Howard he expressed the view that should this come to pass, there would be no significant impact on UK/Caribbean relations and trade.

Whilst in Trinidad Lord Howard was also the guest of honour at a special dinner hosted by the British High Commissioner Tim Stew, where he met with key leaders of the legal sector in order to share some of his experiences during his time as the British Home Secretary.

## Former Mariner Takes Helm of Chamber's Shipping and Transport Committee

The son of a trawler skipper has taken the helm of the Hull & Humber Chamber of Commerce's Shipping and Transport Committee.

Albert Weatherill set sail on his latest adventure when he was presented with the Shipping and Transport Committee's Chain of Office by outgoing Chairman Graham Cross.

Mr Weatherill said he hoped that he would be able to bring some expertise to the role as the son of a trawler skipper and someone who came from a marine family. Having served in the Merchant Navy he is now the managing director of McAusland Turner.

Formed in 1847 following the merger of the Hull Shipowners' Society with the Chamber, the Committee has a long, distinguished history of representing the interests of the shipping, transport and logistics sectors in the Humber region.

Mr Cross, who had been Chairman for six years, has navigated the Committee through some choppy waters. He reflected on some of the key developments during his Chairmanship, including the recent name change which was introduced better to reflect the Committee's remit which has grown to include air travel and road infrastructure. Other issues have included offshore links with the emerging renewable energy industry, North Sea oil and gas, and the refining industries, as well as the introduction of Emissions Zones and the weighing of container freight.

Mr Cross said he was pleased that Humberside Airport and Peter Shipp of EYMS were now on board, demonstrating the wider 'transport' element of the Committee which spans the Energy Estuary and has strong links with Central Government. He said he hoped he was leaving the Committee in a sound state.



Graham Cross (left) congratulates Albert Weatherill on becoming Chairman of the Chamber's Shipping and Transport Committee.

Thanking Mr Cross for his work during his term of office, Mr Weatherill presented him with a bottle of champagne.

Mr Weatherill said: "I am honoured to be taking over from Graham and continuing the good work of this historic Committee. Our industry faces lots of challenges which are sure to prompt some lively discussions in the coming months and years".



Pictured at the awards Dinner are UK Chairman of Dong Energy, Brent Cheshire (centre) with (left to right) Chamber President Owen Finn, Leader of North East Lincolnshire Council, Ray Oxy, Chamber Vice President Phil Ascough, and Chamber Chief Executive Dr Ian Kelly.

## Chamber’s Warm Welcome for Chairman of Dong Energy UK

DONG Energy’s UK Chairman Brent Cheshire was welcomed as guest of honour to the Hull & Humber Chamber’s showcase Northern Lincolnshire Business Awards dinner, reinforcing the region’s welcome to his company and the offshore wind industry.

Mr Cheshire met key Humber business leaders at the Northern Lincolnshire Business Awards in Grimsby, including figures from Young’s Seafood, ABP, Clugston Group and Philips 66, before enjoying the Chamber’s showcase event.

As Dong assesses its £6-billion investment strategy for the offshore wind industry off the East Coast, the Chamber has committed to ensuring a warm welcome from the private sector to Dong, however the company decides to roll out its investment strategy in the North Sea.

Plans for large scale expansion for offshore wind at the operations and maintenance facilities in Grimsby have been announced and blades for the Siemens turbines Dong will use on Race Bank are being built in Hull by Siemens, creating supply chain opportunities for UK businesses.

Chamber Chief Executive, Dr Ian Kelly, said: “We warmly welcome Dong Energy UK and its enormous £6-billion investment plan in offshore energy into the North Sea. Whatever final commercially-driven decisions Dong makes, we are determined to make clear we applaud their huge investment off our coastline and will work positively with them for win-win results for all concerned.”

Dong Energy UK has committed £6-billion of investment into the offshore wind sector in the North Sea over the next few years. This follows Siemens and ABP which have already committed several hundred million pounds investment into the Humber offshore wind sector as part of ‘The Energy Estuary’.

## Driving Forward Coatings Technology

Welcome to Ma1n Tech Industrial Solutions Limited, providing superior, next generation, nanotechnology, heavy duty anti corrosion coatings for extreme environments.

Over a number of years, we have successfully developed a selection of A1 products in close collaboration with chemical researchers in this extremely competitive market, leading to brilliant results and the best performing corrosion resistant coatings on the global market to date. Challenge us to prove it to you. Put us to the test.

Maintenance and inspection engineers can have peace of mind knowing that our expertise is saving time and money. Our customers benefit from a personalised service from experts in their field as well as technical, application and inspection back up from our coating manufacturers. We will help industries become safer, greener and more prosperous by using our products and services. We will take the guesswork and speculation out of the equation. We deliver!

We offer a range of bespoke coatings for extreme environments. These include high temperature, extreme temperature, seawater, acid resist, high pressure, high abrasion and high flow. We also supply a couple of repair products, if needed, before over coating.

Our engineers apply a test application of any one of our products so that you can observe firsthand the claims that we make. Alternatively please take our sample coupon to either lab test or site test at your convenience. We are able to offer a free consultation service to see exactly what your application would require.

We use unique nanotechnology anti corrosion solutions. Challenge us to save on your corrosion costs. You have everything to gain and £thousands to lose!

Ma1n Tech Industrial Solutions Ltd, SIMPLY THE BEST!

[www.ma1ntechindustrialsolutions.com](http://www.ma1ntechindustrialsolutions.com)



Working with professional contacts and their clients, we source and deliver funding solutions to business owners to match their needs, impartially and independently, from the whole of market.

We have access to an ever increasing range of lenders, from mainstream banks to specialist/alternative lenders

We fully recognise the challenges and stresses that business owners have running their business and not having the time or knowledge to dedicate to sourcing the correct form of funding for their business. This is where we can help out.

We help to source the following types of funding solutions

- Invoice Finance – Factoring & Invoice Discounting
- Single Invoice Finance
- Asset Based Lending/Structured Finance
- Construction Finance
- Asset Finance
- Trade/Supply Chain Finance
- Commercial & Investment Mortgages
- Development Funding
- Bridging/Short-term Secured Lending
- Peer to Peer/Equity/Investment
- Small Business Loans
- Turnaround Finance



To see some examples of how we have already helped owner managed businesses, please visit our web-site [www.kingsbridgefunding.com](http://www.kingsbridgefunding.com)

**Calvin Dexter** Tel: 07538 908105  
Email: [calvin.dexter@kingsbridgefunding.com](mailto:calvin.dexter@kingsbridgefunding.com)

**Liam Cotter** Tel: 07971 115072  
Email: [liam.cotter@kingsbridgefunding.com](mailto:liam.cotter@kingsbridgefunding.com)

**THE LOCAL SPECIALISTS YOU CAN TRUST**

Also removal of asbestos and hazardous materials



**DEMOLITION**  
Demolition and excavation



**PLANT HIRE**  
A range of modern plant equipment



**TRANSPORT HIRE**  
Fleet of vehicles for large or small projects

Air raid shelter demolition & removal

For further information please call  
**01482 320051**  
Email: [marina@samallon.co.uk](mailto:marina@samallon.co.uk)

**ESTABLISHED FAMILY BUSINESS FOR OVER 96 YEARS**

**SAM ALLON**

West Street Hull      Demolition Site in Hull

Prospect Street Hull      Corner of King Edward Street Hull

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

Registered Office: Lincoln Street, Hull HU2 6PE

Also recycled materials available at our Gibson Lane, Melton Site

**SKIP HIRE IN HULL & EAST YORKSHIRE**

Our range offers flexibility, convenience and value



**STANDARD SKIPS**  
Available in 6, 10, 12, 14, 20, or 40 cubic yards



**BASE MATERIALS**  
Recycling materials saving you money & the environment



**AGGREGATES**  
Supplying bulk aggregates to the industry

Small loads available for domestic use

Call our helpline on  
**01482 327217**  
Email: [john@samallon.co.uk](mailto:john@samallon.co.uk)

# We're Driving the Growth of the Humber Economy

The Hull & Humber Chamber of Commerce works with and supports various stakeholders across the Humber to support business and create an environment which encourages growth and inward investment.

The former chairman of the Chamber's Shipping and Transport Committee, Graham Cross, represents the Chamber on the Humber region's Local Enterprise Partnership. Talking about his role, Graham said: "The Chamber works with the LEP at various levels, and I'm pleased to represent the Chamber on the LEP's board and contribute to the vital work that is going on across the Humber."

Here, the LEP's Keely Lead, updates us on the work and successes of the Humber LEP.

The Humber Local Enterprise Partnership is driving the growth of the Humber economy for the benefit of our communities.

But when we talk about the Humber LEP we may well be talking about you, your business or your organisation – as although we lead on strategy, collaborate, invest in and support delivery, it is our partners that deliver the programmes and projects needed to make the most of the opportunities to improve the prosperity of the Humber.

Working in partnership we have so far enabled more than 12,000 learners to support a skilled and productive Humber workforce to meet the needs of business. We have supported more than 2,190 businesses to thrive and succeed through the Humber Business Growth Hub and Growing the Humber Programme and attracted £113m Growth Deal funding to leverage £404m investment in the Humber to support an infrastructure that supports growth.

Through our first round Growth Deal and our Growing the Humber Programme alone we are on track to safeguard and create more than 13,000 jobs.

We collaborate with local businesses, education providers, local government and central government agencies, plus business organisations such as the Hull and Humber Chamber of Commerce, all of which are represented on our boards, sub boards and working groups.

Our Growth Deal projects now underway are helping to regenerate town centres and improve the visitor experience, improve road and transport infrastructure, safeguard the region from flooding, business support programmes to develop and projects that create the opportunities to grow a workforce that meets the needs of businesses. You can find out what's happening near you on our website.

As well as the businesses we support to grow through our programmes, we also work in partnership to support investment in the region linked to our key sectors, including Energy and Ports and Logistics, working with organisations such as the Chamber, UKTI, and our four local authorities and Bondholders.

Working with our local authority partners we have more than doubled the Humber Enterprise Zone which now includes 40 sites totalling over 1,200ha of development land close to deepwater ports and motorways on both sides the Humber, offering businesses great opportunities to invest and grow here.

Work continues to create a skilled and productive workforce continues apace with more than 270 contributors through our skills network, 28 representatives on our recruiters' forum and 10 working groups linked to the work of our Employment and Skills Board.

Making sure the region has a strong business voice is crucial, which is why we are running our AGM Powerhouse Breakfast and the Humber Northern Powerhouse Business Summit as part of Humber Business Week.

Lord Haskins, Chair of the Humber LEP, said: "There is uncertainty in the economy and in politics, but we must not freeze in the face of this uncertainty, but instead focus on the real opportunities that exist in the Humber that, if realised, could bring the prosperity that will benefit the region for years to come.

"Together we must continue to demonstrate the key role the Humber plays in the Northern Powerhouse."



## New Partnership Following Success at Awards

Innovation paved the way to a new partnership between LCS Group and Healing Primary School after success at Grimsby's Golden Apple Awards.

As the first of its kind to the south bank, the glitzy ceremony was held at the Humber Royal Hotel and celebrated the very best in education.

In the eleven categories, there were more than 30 nominees from various schools and colleges across the town, with LCS sponsoring the award for innovation.

Category winner Melanie Nurse, who is assistant head at Healing Primary School, was delighted with the accolade. Awarded for her commitment to innovation, Melanie was the driving force behind the school's workplace visitation trips. Pupils visited companies such as HCF CATCH, BAE Systems, CHC Heliport and Centrica Power Station to learn about the specialist industry roles with a hands-on, practical approach.

"Our school motto, 'Enjoying today; preparing for tomorrow' fits in with everything we do," said Melanie.

"We need to nurture and develop children's talents as much as we can, plus we need to show our children what our local area has to offer in terms of jobs and opportunities. If we don't tell them how great Grimsby is, who will?"

But the school's assistant head says she won't stop there and hopes to continue the initiative well into the future.

To cement their new partnership, LCS Group will provide the school with a redesigned logo. Though mainly an IT support services company, the creative department was launched in 2012 to build and design new websites. Since then, the department has completed many projects and is now looking to expand with new services.

For more information on LCS Group's IT or web design services, please call **01472 50234**, or visit **www.lcsgroup.com**. You can contact Healing Primary on **01472 882261**.



# Who's Really the Boss?

By James Westwood, Company and Commercial Lawyer, Myton Law



## The question of control of owner-managed companies

It is not uncommon in owner-managed companies for the distinction between the roles of directors and shareholders and the powers which attach to each to become blurred, or simply to be overlooked altogether. However, the differences are important and need to be kept in mind when considering who, if any single person at all, controls a private company limited by shares (being the most common form of corporate vehicle). You may take the view that by virtue of a majority shareholding, you have control, but if push comes to shove, will the law agree with your assessment?

### Powers of the directors

Most day to day decisions taken in connection with the running of the company will be taken by the directors, whose powers will principally be conferred by the articles of association. They may also be regulated by a shareholders' agreement, if there is one, by specific shareholders' resolutions or possibly even by unwritten agreement. Unless bespoke articles have been adopted, the powers of the directors are delegated to the directors collectively, not to individuals, and the principle of majority decision making applies. In the absence of agreement to the contrary, the directors will also have equal voting rights. Specific powers can however be delegated to specific directors and weighted voting can be implemented by making appropriate provision.

It is important to note that when it comes to decisions taken at board level, an individual director's shareholding in the company is irrelevant. So, a director who has a majority share in the ownership of the company, and who may view them selves as 'the boss', may find themselves outvoted at board level, unless special arrangements are in place. Furthermore, it is worth noting that decisions taken by a director acting alone in a company which has multiple directors are always open to challenge by the other directors and shareholders, unless authority has been granted to that director to take such a decision.

### Powers of the shareholders

To complete the picture, as a matter of law, certain important decisions concerning the affairs of a private company limited by shares can only be taken by the shareholders, usually by way of a shareholders' resolution.

Those decisions are too numerous to list here in full but include, for example, approving the payment of final dividends, removing directors, altering the company's share capital, authorising certain financial transactions and changing the articles of association.

Some of these decisions require an ordinary resolution (simple majority), others require a special resolution, (75% majority). Whether that is a majority of those persons voting, or a majority of the votes held by those voting – another important distinction – depends on how the vote is taken. If the resolution is being taken in ordinary circumstances at a shareholders' meeting, the principle of 'one person, one vote' applies so if care is not taken, a majority shareholder could find themselves voted down, despite their shareholding.

### Tackling the issues

It is, therefore, important to understand the effect of both the law and of your articles of association and to consider whether it may be desirable to make suitable provision to counter some of the potential pitfalls, either by amending the articles appropriately or putting in place a shareholders' agreement. Ideally this should be done at the outset of any venture involving more than one shareholder while goodwill exists, rather than at a point where dispute has arisen and it may no longer be possible to reach agreement.

For more detailed information or specific advice, please contact James Westwood on **01482 485020** or via [james.westwood@mytonlaw.co.uk](mailto:james.westwood@mytonlaw.co.uk)

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



**By James Westwood, Company and Commercial Lawyer, Myton Law**



# Bridlington Chamber Visits College's New Campus

East Riding College has been showing off the facilities at its new Flemingate Campus in Beverley, to Members of Bridlington Chamber.

The College usually hosts the quarterly Chamber meeting at its site in Bridlington, but Vice Principal John Doris, was keen to take Members on a tour of the new Flemingate Campus which has recently been completed.

This is the second major campus for East Riding College which opened in September and was the result of an 11-year project. It's already paying dividends with recruitment 17 per cent up on the new campus compared to last year's figures at the previous site. The College is now developing its Centre for Professional Development, which, from September, will offer a range of corporate training services, initially including accounting, human resources, management and health and safety.

Mr Doris told Members that the new building sits on one acre and is only 45,000 square feet in size, but can accommodate 1,000 students on a busy day, plus 200 teaching and support staff. He said he was "absolutely delighted" with the new college which was working really well for them.

Mr Doris said: "In addition the new campus has specialist facilities for Engineering, Construction,



**Bridlington Chamber Chair Neil Watson is shown the new campus by John Doris (right) and the College's Business Development Representative Luke Portlock.**

IT, Early Years & Care and many other disciplines. From its sites in Bridlington and Beverley the College delivers professional training serving the wide range of employers across the East Riding".

The Flemingate site features its own restaurant called Elwell's, which has a fully licensed dining room and its own professional kitchen. Catering students cook on-site honing their skills, while students on Food and Drink Service courses present the results of their efforts to their paying customers. The students prepare and serve meals during college term times, allowing customers to enjoy views of Beverley Minster. Reservations are recommended. Call **01482 390760** to avoid disappointment.

The College also has its own hair and beauty salon called Inspire which is kitted out with all the latest products and equipment, and there are plans to allow qualified hairdressers to rent a chair by the day and benefit from the salon's central location and up-to-date equipment.

The Flemingate Campus also boasts its own travel agent called New Horizons, so for the students, the world really is their oyster!

## Business Critical Protection

One of the most serious threats to any company today comes from opening emails.

Ransomware as it is known or Crypto Locker malware, can be devastating, for any company if their computers and servers get attacked.

A new devastating form of Ransomware was released in February called .locky. Whilst the name sounds fun and cheeky the effect of this virus is crippling businesses at a rate of 100,000 a day.

The source of this virus entering your systems is via opening infected email attachments, and once the email is opened .locky encrypts computer files and documents and locks access from the user.

The Ransomware invites you to pay (in the form of Bit Coins) for the removal of the virus. However this has consequences. The purchase of Bit Coins is expensive and also there is no guarantee that the virus will be removed.

The only safe way to recover from .locky is to backup your files incrementally and periodically to check your backup's integrity.

### How to protect your data against Ransomware!

- Backup regularly and keep a recent off-site copy.
- Don't enable macros in document attachments received via email.
- Be cautious about unsolicited email attachments.
- Don't stay logged in as 'administrator' any longer than is necessary.
- Make sure you keep applications up to date such as Office, internet browsers, Flash etc.

Make sure your data is protected at all times.

Glen Greenwood, Technical Director at Smile Data Security Limited  
Direct Dial: **01427 857240**  
Support: **01427 857241**

## Successful First Year at Venue

Hirst Priory, a grade 2 listed building near Crowle, have successfully navigated their first year as North Lincolnshire's newest events venue.

While the core focus of the business has been to secure ongoing revenue through weekend wedding bookings it is now broadening its reach to host more midweek business events.

In February it played host to 75 students gathered from around the UK to take part in the Institute of Agricultural Management's 2016 FarmPlanner competition.

This national environmental and agribusiness event covered a full day of presentations, group work, refreshments and lunch. It was an intense program for the students but the opportunity to spend refreshment breaks decompressing in the private grounds proved

welcome.

Rockscape Energy Ltd had selected Hirst Priory to host this linked event as they have used the venue on several occasions for team management meetings.

Carl Woodier, of Cairn Wharf, said: "Whilst Hirst Priory is an ideal venue for a wedding or other special occasion, it is also a perfect venue for a business meeting or conference. Having used it now for a couple of meetings, I find the friendly and accommodating nature of Hazel and her team works well to make the day efficient. Good proximity to the motorway network is also a great advantage and the setting makes for a refreshing change to the usual business centres."

For further information, contact Hazel Wheatley, Events Director



Funding to **grow**.



## Finance Yorkshire provides businesses across Yorkshire and the Humber with funding to start and grow.

The Fund provides seedcorn, loan and equity investments ranging from £15,000 and £2million, to help small and medium businesses raise the funding they need alongside investment from the commercial market.

The Fund can back eligible businesses through critical stages of growth from early stage to major expansion.



**Seedcorn Finance**  
Up to £780k



**Business Loans**  
£15k - £250k



**Equity Linked Finance**  
£100k - £2m



[www.finance-yorkshire.com](http://www.finance-yorkshire.com)

Tel. 0300 030 6060

[info@finance-yorkshire.com](mailto:info@finance-yorkshire.com)

 Follow us on Twitter @financeyorks

Finance Yorkshire Ltd is a company limited by guarantee (Registered No 07075478). Finance Yorkshire Ltd (0300 030 6060) comprises three sub funds, Finance Yorkshire Equity Fund, which is managed by Viking Fund Managers Limited, Finance Yorkshire Small Loans Fund, which is managed by EV Business Loans Limited and Finance Yorkshire Seedcorn Fund, which is managed by Enterprise Ventures Limited. Each of these Fund Managers is authorised and regulated by the Financial Conduct Authority.



## Chamber Gives Red Light to Nuns' Corner Roundabout Proposals

The Chamber's North East Lincolnshire Area Council Members voiced strong concerns at proposals to replace a key Grimsby roundabout with traffic lights during the recent Chamber meeting.

Members strongly opposed plans being mooted by North East Lincolnshire Council to change the roundabout system at Nuns' Corner that currently works well.

As previously reported in the local media, NELC, in partnership with Engie, has secured £4.2-million of local growth funding to invest in key junctions to reduce congestion and create capacity for long-term growth and improve safety. There are fears that some of this money will be wasted by putting in traffic lights at the Nuns' Corner roundabout.

A representative from North East Lincolnshire Council explained that the proposals were being looked at as part of the Council's 15-year transport strategy and nothing had yet been decided as the proposals still had to go

through a consultation process. She admitted that traffic flows at Nuns' Corner were not an issue at the moment, but with lots of new housing development being planned, some planning officials felt it might be in 15 years' time, which is what these proposals were looking at.

Commenting on the strong objections raised by business leaders, the Chamber's External Affairs Manager, David Hooper, said: "When a friend first told me this was a serious proposal, I thought it was an April Fool – I was convinced he was having me on.

"I use the Nuns' Corner roundabout at least twice a day and have rarely seen any issues or accidents – other than those caused by the bus lanes. The biggest hold-up for traffic on Scartho Road is the section of bus lane from Sutcliffe Avenue to Nuns' Corner, which constricts the busy morning traffic into one lane on the approach to the roundabout.

"Then there's the problematic bus lane which starts immediately after the roundabout as you head towards the town centre which forces cars into the adjacent lane at peak times – I've seen plenty of near misses there! If the Council wants to improve traffic flows, it should remove these token bus lanes and it will have two easy wins.

"The Chamber of Commerce's Area Council agreed to watch these proposals closely and make more formal representations to the Council if the idea was felt likely to be taken seriously by councillors".

## Chamber Calls for Rethink Over 'Granny's Vase' Sculpture

The Chamber's Hull Area Council Members have voiced strong objections to proposals to build a 10m 'Granny's Vase' sculpture next to Hull's historic Beverley Gate.

The sculpture is designed to cast shadows and elements of light to highlight moments in Hull's history, but The Shadow Gate, as it is officially called, has attracted plenty of criticism.

Members of Hull & Humber Chamber's Hull Area Council were unanimous in their criticism of the proposed sculpture, suggesting that the money would be much better spent on a statue of Sir John Hotham. This would be far more appropriate for the Old Town conservation area which features several listed buildings, as well as Beverley Gate.

Sir John Hotham was the 1st Baronet of Scarborough and lived from 1589 to 1645. He was an English Parliamentarian who was governor of Hull in 1642, shortly before the start of the English Civil War. He refused to allow King Charles I or any member of his entourage into Hull where there was a large arsenal of war munitions. Later in the Civil War, he and his son, John Hotham the younger, were found guilty of treachery and executed in London.

The Chamber noted that Hull City Council's own principal conservation officer, Philip Hampel, has said in the media that the 'Granny's Vase' idea detracts from other landmarks and should not be approved following the submission of a planning application. He claimed the 10-metre high artwork would form "an over-dominant and out-of-scale structure that would detract from the setting".

The sculpture has been designed by architects Tonkin Lui and Arap after plans to revamp the area were given the go-ahead, but Beverley Gate has recently been designated a scheduled ancient monument, so Culture Secretary John Whittingdale will make the final decision.

It was agreed that the Chamber should make representations to Hull City Council and request that further thought should be given to this important and historic part of the City Centre.



# 'Buyer Beware' is this No Longer the Case?

By Claire Ramsden, Senior Solicitor and Commercial Property Specialist at Wilkin Chapman LLP Solicitors

Businesses dealing with the sale of residential property are being urged to consider the recently amended Consumer Protection from Unfair Trading Regulations 2008 (CPRs), which prohibit businesses from engaging in unfair commercial practices with consumers.

The CPRs were originally introduced to implement a European Union directive on unfair commercial practices by 'traders', but, as a result of the most recent amendment, this now covers immovable property, such as conveyancing transactions.

It is important to note that the regulations only apply to dealings with 'consumers' who are defined as 'an individual acting for purposes that are wholly or mainly outside that individual's

business'. This would, therefore, cover the situation of a house builder selling a newly built property to a purchaser, but would not affect a transaction between two companies.

The essence of the regulations are that an unfair commercial practice is not to be adopted, which 'distorts the behaviour of the average consumer.' You must not withhold or fail to disclose information which would have an effect on whether or not the buyer proceeds with the transaction. This could cover incorrect or ambiguous information in replies to pre-contract enquiries.

The consequences in failing to comply with the CPRs could include the ability for the buyer to pull out of the transaction. In addition to this, criminal offences may be committed by the trader indulging in unfair commercial practices, and their professional advisers, (including solicitors) which can lead to criminal sanctions of a fine or up to two years imprisonment.

It is unclear in practice how the CPRs will affect the solicitor/ client relationship where a client is

reluctant to disclose unfavourable information. However, all solicitors and their selling clients are advised to be as open, candid and honest as possible and reveal as much information about the property and any difficulties, at the earliest stage possible.

So in this case, the long established principle of 'let the buyer beware', in conveyancing transactions, may not now be so important, but buyer clients are still strongly advised to carry out all usual searches and enquiries.



If you require further information, please contact Claire Ramsden on **01482 398398**, email [cramsden@wilkinchapman.co.uk](mailto:cramsden@wilkinchapman.co.uk) or visit [www.wilkinchapman.co.uk](http://www.wilkinchapman.co.uk)

wilkin chapman llp  
solicitors

# Chamber Expo 2016 – A Great Success



The twentieth annual Chamber Expo was held in the Sports Hall at the Costello Stadium, Hull, on 8th and 9th June. There were 89 exhibition stands, utilised by 90 different companies to showcase their products and services. Over 1000 business people attended over the two days, with many saying it was the best Expo yet.

Costello was a new venue for the event and proved to be an excellent one. The slightly smaller Exhibition hall gave the Expo a more intimate feeling and created a good 'buzz'.

The aim of the event is to attract as many business people as possible, to maintain the Expo as the biggest business event in the Humber region every year. The Expo is open to all businesses, so that Chamber Members can maximise the networking opportunities.

The exhibitors included a wide variety of companies, by nature of business, both large and small. The larger organisations included such firms as KC, HSBC, Hull Daily Mail, Napoleons Casinos and Restaurants, Leeds Bradford Airport and East Riding College having stands.

The Opening Ceremony was performed by MP Melanie Onn and former British Chamber of Commerce Director General John Longworth, who both then took part in a 'Europe: In or Out'

discussion. This was attended by nearly one hundred guests.

Three sessions of the very popular Chamber Speed Networking were also held as part of the Expo, in the Club Room. The delegates each met many business people with whom they would otherwise not have made contact. This again proved to be a fun way of gaining contacts and business – which is what the Expo as a whole is all about.



The Chamber is very grateful for the support of the Sponsors of Chamber Expo 2016. These were Hull-based SoluTech Systems Ltd and Stratstone BMW and MINI. Their support helps the Chamber to provide a successful event for all concerned.

Chamber Expo 2016 was again part of the Humber Business Week, which featured over 50 very different events across the region. The week is a fantastic festival of business, the like of which is not seen anywhere else in the UK.

Overall, the Expo was a great success, with many standholders saying they will definitely be there next year. To enquire about Chamber Expo 2017, please contact Bruce Massie on **01482 324976** or email to **b.massie@hull-humber-chamber.co.uk**



# What Lurks in the Shadows of Software?

It can be easy for people to be drawn into the shadows of the IT world, lured away from safe and sanctioned waters. But you can prevent this, by ensuring that you find software that meets everybody's needs.

When Management have worked to find a piece of software that provides all the features they think the company needs, as well as the security to keep all of their data safe, the last thing they want is for their staff to go off and use something else. But it happens and that's where the contrast between Shadow vs Sanctioned IT has arisen.

Sanctioned IT is anything that has been given the green light by a company's IT policy, it's been approved, sanctioned, its security has been tried and tested to the limit, and finally procedures are produced on exactly how and where to use the system.

Unfortunately what happens so often is when these systems are implemented, they don't suit everyone's style of working and what they actually need from an application. So people start to look elsewhere for their very own 'cloud based soul mate' – this becomes Shadow IT.

A recent survey by Stratecast found that 80 per cent of employees in any organisation are using cloud-based systems that have not been approved by their business.

But can it really be such a bad thing if productivity levels and targets are going through the roof thanks to their chosen solution?

Well actually yes, and this is where the problem lies.

It's less about this being a rebellion of the workforce. Most of the people who are looking elsewhere for their systems are quite simply looking for the most efficient and productive way to do their job. In this age of apps, people want the right tools for each of the tasks on their desks. They may not want in-house, clunky and, more often than not, old-hat systems.

But they aren't necessarily thinking about those bigger talking points that are so vital to the company as a whole. You only need to type Shadow IT into your favourite online search engine and hundreds of fear mongering results will come up, explaining its perils in great detail.

The reason companies need an IT policy is primarily to manage and oversee the entire security of your company's corporate data, hence why it has traditionally been so important for these kinds of considerations to be at the top of the list when finding and implementing your sanctioned IT.

The importance and safety of your company's and clients' corporate data is paramount, and using any un-sanctioned online systems can easily weaken what you previously thought to be watertight.

Seems like we are at a sticking point doesn't it? The company approves one thing and the employees need another, but when it comes down to it, you all want the same thing - an effective system to support your working day.

By implementing software and systems that can be completely tailored to the needs of each

department and working with the members of these departments to identify what they really need, you can significantly reduce the amount of unauthorised systems being used, aligning how teams and company work as a whole.

Add to this your IT policy, which may include ensuring that all data is stored in the EU, and you'll be able to find some Sanctioned IT that eliminates the need your staff lurking about in the shadows.

At the end of the day, people want products that work for them (I know, big surprise!). Therefore the ideal scenario is to fuse together the needs of your company to find the right systems for everyone. It needs to be seen as an opportunity to increase productivity, improve your systems and processes, and make your team feel like they are making a difference in the workplace while still keeping everything secure and auditable.

If you have any questions about OpenCRM, please get in touch. I would love to hear from you. Find us at [www.opencrm.co.uk](http://www.opencrm.co.uk) or drop us a line at [hello@opencrm.co.uk](mailto:hello@opencrm.co.uk)



**Graham Anderson, is the CEO and founder of OpenCRM, one of the UK's leading customer relationship management systems.**

openCRM





## Focusing on Consumer Assurance

For several years, Bakkafrost has produced premium quality Atlantic Salmon of Faroese origin. This emphasis on farming a premium quality product remains the main focus that the core business evolves around. An example of this is that we, at Bakkafrost, only use specially produced premium feed for our salmon, and this is seen as one of the main reasons many of our customers say that Bakkafrost is raising the best quality salmon in the world.

Production of fishmeal and fish oil for our unique Havsbrún feed has been a milestone in creating a total vertical integrated value chain within the company. This integration, in our opinion, is essential for ensuring a premium quality product from start to finish.

With the Havsbrún salmon feed containing only purified fish oil, Bakkafrost salmon has become even healthier. Bakkafrost intends to have all sites ASC (Aquaculture Stewardship Council) certified by the year 2020.

The ASC standard is believed to be the strictest standard in salmon farming. The ASC standard was developed in cooperation with the WWF (World Wildlife Foundation). The ASC standards seeks to minimise or eliminate the key negative environmental and social impacts of salmon farming.

**01472 265 000**  
**uk@bakkafrost.com**

**BAKKAFROST SALMON**  
from the Faroe Islands

**SUPERIOR QUALITY SALMON**

Pure taste  
Rich in Omega 3  
Easy to cook

www.bakkafrost.com

Bakkafrost UK LTD - Estate Road No. 2 - Grimsby - DN31 2TG - England  
Tel: +44 (0) 1472 265 000 - Fax: +44 (0) 1472 265 029



## The right solutions to support your I.T. infrastructure

### CONSULTANCY

- Infrastructure review
- Project management
- I.T. operational audits
- Virtual CIO

### HOSTED SERVICES

Use our unique Beverley Data Centre for:

- Disaster recovery
- Cloud computing
- Rack space provision

### SUPPORT & SERVICE DESK

- Desktop support
- 24 x 7 monitoring
- Remote server management
- On-site engineers

### I.T. PROVISIONING

- Networking and cables
- Consumables
- A.V. and C.C.T.V.
- Hardware and software

Secure • Reliable • Available

www.contracitservices.co.uk



# Supportive Training Solutions to Employers



As one of the region's leading providers of training, the Grimsby Institute has further strengthened its commitment to North East Lincolnshire's business community with the recent launch of Workforce Skills Ltd. The team, which is led by Executive Director Lucy Ottewell, specialises in delivering responsive and supportive training solutions to employers.

The dedicated business and learner engagement team work with the region's employers to bridge any skills gaps and ensure the next generation of trainees or apprentices are fully supported. Employers will have access to a team of industry specialists who are able to take advantage of a free, no obligation training and business needs analysis.

Workforce Skills specialises in a number of vocational sectors from Construction and Engineering to Health & Social Care and Retail Enterprises. We work closely with our clients to bridge the gaps in their workplace and also offer bespoke training.

We understand that no business needs are the same, whether employers are looking to recruit an apprentice or a trainee, we are able to develop a suitable programme by selecting units to match employer's needs, boosting productivity and efficiency in the workplace.

For further information call **0800 012 6656**.

IS THE  
**FORCE**  
WITH YOU?

Workforce Skills offers quality training solutions for your business. Whether you're looking for an Apprentice, Trainee or to upskill your staff we can create innovative solutions in:

- Engineering & Construction
- Professional Services
- Health & Social Care
- Manufacturing & Distribution
- Retail Enterprises

[workforceskills.co.uk](http://workforceskills.co.uk)  
Tel: 0800 012 6656  
Email: [workforceskills@grimsby.ac.uk](mailto:workforceskills@grimsby.ac.uk)

**workforce SKILLS**

# Why Proofreading is so Important for Businesses

In these ever more competitive times for businesses, it is crucial to get your message out to prospective clients.

However, it's not just what you say but how you say it and mistakes in your printed or online material can be very damaging to your reputation.

That is why it makes sense to call in James Andrew Proofreading and Editing Services, a recently-created Beverley business which specialises in spotting all the problems and putting them right.

The business was started in April by James Andrew, a fully qualified proofreader, who said: "If you put out material with mistakes, it does not reflect well on your business and

the work I do helps businesses look more professional.

"Proofreading is not just about spotting spelling mistakes and typos. It is more complex than that and I can correct clumsy grammar, make sure the syntax is right, correct the wrong use of tenses and ensure that the style is consistent.

"I did some work for a client recently who had four pieces written by four different people and my job was to make sure that it read the same all the way through.

"I think the important thing to realise is that bringing in someone like me is not a criticism of the person who wrote the piece, rather part of the process to ensure that the finished work

is as good as it can be."

James works for a range of businesses in the area, proofreading everything from brochures and leaflets to letters and technical documents, including legal documents.

James, who will work on-site for a client if required, said: "Proofreading is such an important part of the process and by using our services you can make sure that your written materials gives the right impression of your company."

James can be contacted on **0787 6507437** and [jamie@andrew-1.fsnet.co.uk](mailto:jamie@andrew-1.fsnet.co.uk)

**JAMESANDREW** ✓  
PROOFREADING & EDITING SERVICES



# Social Media Support for Businesses

Evolve Business Developments want to work with you to demystify Social Media.

Since establishing in 2012 Karen Locking has worked with a variety of businesses across Hull, East Yorkshire and North and North East Lincolnshire and the results have been impressive!

Evolve will identify the best and most appropriate social media platforms for your specific business, reviewing Facebook, Twitter, LinkedIn, Pinterest, Instagram etc. Evolve are very flexible in their approach and work with businesses of all sizes in a variety of ways. To give you a flavour they:

- Will design and deliver staff training programmes for groups or individuals, from setting up social media accounts to helping staff plan their daily social media activity, teaching social media managers or your in house marketing manager to develop best practise and to take ownership of this very important role.
- Will take the stress of managing your accounts off you and manage the activity for you.

- Work with your Director and senior management team to create a process for LinkedIn that supports the whole business and not solely the natural networkers.

Put plans in place NOW to ensure your Social Media activity and results are not jeopardised if your staffing structure changes.

### Recent feedback

“Karen at Evolve recently delivered one of the most engaging and informative training sessions I have ever had. Not only was she happy to oblige my request for a specifically tailored one-to-one session, but she delivered it to perfect timing too, despite my many questions taking us off-course! I’ve already put a lot of what she taught me into practice. I have absolutely no hesitation in recommending Karen for social media training; whether you’re a beginner or require something



more advanced, Karen can cover it” Feedback received on LinkedIn in March 2016 from a client.

To discuss how Evolve Business Developments can help you and your team contact Karen Locking by emailing [karen@evolvebd.co.uk](mailto:karen@evolvebd.co.uk), call **01724 628014** or **07730 525349** or contact us via Social Media (Search EvolveBD).







**Print that gets you noticed**

**PRICE MATCH GUARANTEE\***

We are confident that we can offer you the best price available and promise to match any other quote on a like for like basis

- ✓ Brochures
- ✓ Leaflets
- ✓ Business Cards
- ✓ Business Stationery
- ✓ Posters

- ✓ Desk Calendars
- ✓ Wall Calendars
- ✓ Pop-up Banners
- ✓ Pads
- ✓ Invites

Jadan Press are a leading family run commercial B2 colour litho printer based in Hull. With over 19 years experience, the company is renowned for producing work of an exceptionally high quality. We are committed to providing an excellent service by offering value for money and ensuring complete customer satisfaction.

Tel: 01482 610902  
[info@jadan-press.co.uk](mailto:info@jadan-press.co.uk) [www.jadan-press.co.uk](http://www.jadan-press.co.uk)  
 Rainbow House, Kimberley Street, Hull, HU3 1HH



\* Price does not include VAT or delivery



# Don't Ignore the Human Element of Cyber

Agenda Screening Services is the market leader in pre-employment and background screening checks to help their clients to minimise the risks that bad hires pose.

Agenda recognises the important role that effective pre-employment screening has in protecting organisations from the risks of hiring illegal workers (and the associated £20K fines), hiring fraudsters, thieves, the unqualified, insiders and others that do not have their best interests at heart.

In recognition of the people and technological risks faced by organisations, Agenda has teamed up with major businesses from across the Humber region, the police and the Hull University Business School to form the Humber Business Resilience Forum (HBRF) which launches on the 8th June. It aims to make the increasing cyber security threats top of the agenda. The HBRF board will act as a senior think tank exploring the issues of concern to organisations of all sizes - from multinationals to micro businesses.

Norman Mortell said "I am proud to be a part of this important initiative; cyber-crime is one of the key issues that keeps directors awake at night. Working with Gordon Meldrum QPM (Ex-Director of the National Crime Agency) we have discovered that there is a thirst for knowledge on the subject but also a lot of confusion about what to do. We hope that the forum will meet these real business needs by providing an accessible centre for resources and discussion."

To register for the event, visit [www.humberbusinessweek.co.uk/events/113](http://www.humberbusinessweek.co.uk/events/113)



## Helping You to Stop Hiring Bad Apples

The cost of hiring people increases year on year and so it is more important than ever to select the best people, the people with the right qualifications and genuine background that do not pose a threat to your business. Since 1996 Agenda has been validating the opportunities of genuine job applicants whilst sifting out the "bad apples". By providing a bespoke, fast and cost effective pre-employment screening service Agenda not only delivers greater hiring confidence but also releases precious time for your HR team to focus on other key priorities.

With industry leading turnaround times and personal account managers we make the process as simple as possible for you by becoming an extension of your selection team. Working with Agenda as your screening partner will save you money and give you peace of mind that the checks have been conducted diligently through our fully audited processes to help you to protect your business interests.

Contact Agenda today for:

- Pre-employment screening
- Background checks
- DBS Criminal Checks
- Information Security Consultancy
- 'Hire Me' Training

Supporting Partner to Humber Business Resilience Forum



#agendascreening

We Check, We Screen, We Care

[www.agenda-screening.co.uk](http://www.agenda-screening.co.uk)



Visit Agenda at Chamber Expo

# Rewarding Active Lifestyles

Lincs Inspire is launching an exciting Wellness programme in North East Lincolnshire in June and would like to hear from all local businesses and employers in the region!

The aim is to incentivise and reward fitness and sport participation through an innovative 'points means prizes' approach to Wellness.

A proportion of all revenue raised through the programme will be used to fund fitness access for disadvantaged families in North East Lincolnshire.

Businesses are invited to participate in the local rewards element whereby fitness activity is rewarded with money off and 2 for 1 offers from retailers and services in the region.

There is no fee to be a featured rewards partner and all businesses providing special offers will be displayed on the Wellness web site and App. All offers will be visible to all participants in the programme including members and users of all Lincs Inspire Leisure Centres.

The programme is also offering a huge range of rewards from over 400 major UK brands and retailers as well as huge savings on dedicated online stores where employees can save up to 70% on everyday items including Fashion, Gym & Sports Kit, Beauty, Wellness and Home and Garden.

Businesses can also sign-up to the employee fitness scheme, where an annual fee to register all your employees is applicable.

For more information or to register your interest please email [enquiries@lincsinspire.com](mailto:enquiries@lincsinspire.com) or visit [www.lincsinspire.com](http://www.lincsinspire.com).



## RELIABLE, PROFESSIONAL LEAFLET DISTRIBUTION SERVICE.

SERVING EAST YORKSHIRE & NORTH LINCOLNSHIRE.

- UNIFORMED STAFF
- COMPETITIVE RATES
- RIDE ALONG SERVICE
- SUPERVISED TEAMS
- BUSINESS TO BUSINESS
- REFERENCES AVAILABLE
- TRACKED DISTRIBUTORS
- SOLUS OR SHARED DISTRIBUTION
- MONTHLY SPECIAL OFFERS
- HIGHLY VISIBLE VEHICLES
- PRINT & DISTRIBUTE QUOTES
- LOCAL KNOWLEDGE

☎ HULL - 01482 786363  
GRIMSBY - 01472 720363

✉ [rob@brownsleaflets.com](mailto:rob@brownsleaflets.com)

🌐 [www.brownsleaflets.com](http://www.brownsleaflets.com)



# True Budget Provides High-Tech Solution for Business Travellers

Hull-based hotel and hospitality specialist Steve Tradewell has unveiled a new high-tech service to help businesses and other organisations keep down the costs of travel and accommodation.

Steve, a member of the Hull and East Yorkshire Hospitality Association (HEYHA), drew on his experience of 35 years in the industry to come up with an improved, interactive online booking system.

He said that the True Budget Accom facility will provide users with a wider choice of accommodation for business travellers and will also boost the hotels sector, as he builds on a current database of more than 4,500 establishments nationwide.

Steve, a former manager of The Mercure Royal Hotel in Hull, launched the True Budget brand in 2004 and introduced a bespoke booking system in 2007.

Advances in technology and increasing demand prompted the move to improve and enhance the service which is available for businesses and other organisations who need to book accommodation.

Steve Tradewell (left) with David Robinson of Saxon Computing Solutions.



Steve, who developed the service with Beverley-based Saxon Computing Solutions, said: "Our background is in providing the best possible services for businesses who need to find accommodation for staff but we can also cater for any organisation which has similar requirements.

"It is an ideal tool for businesses which prefer to manage their accommodation requirements in-house. The database is searchable by postcode and best price and it provides important management information regarding who is staying where, when and at what cost.

"It gives users the ability to add their own favourite venues including hotels, guest houses, B&Bs, and even holiday lets and caravan parks, making it relevant to anyone who has to make multiple bookings."

For details contact Steve on **01482 679101**, email [info@truebudgetaccom.com](mailto:info@truebudgetaccom.com) or visit [www.truebudgetaccom.com](http://www.truebudgetaccom.com)

## New Sea Container Regulations Set to Affect Businesses In Transport Chain

A major change in legislation relating to sea containers comes into effect on July 1, 2016, and will have a significant impact on the responsibilities of businesses involved in the transport chain, warns Myton Law.

In May a seminar attended by over 50 delegates, hosted by the Chamber and presented by Myton Law, the specialist Hull-based shipping, transport and insurance law firm. Sam Minall explained the change to regulations which apply to all types of containerised ocean freight and affects exporters, freight forwarders, hauliers, container operators and shipping lines.

"It's essential that all concerned know what is required," says Myton Law's Sam Minall, who presented the seminar. "If operators fail to comply with this new regulation they may face criminal penalties.

"Also, failure to comply could lead to significant commercial repercussions for shippers who fall

foul of the requirements, with containers which are delivered at the port without the required documentation potentially being left on the quay, incurring storage charges, or weighed by the carrier at significant extra expense."

The amendment to the 'Verification of the Gross Mass of Packed Containers by Sea (SOLAS VI)' regulations is being introduced following high profile incidents where inaccurately declared container weights have been identified as a contributory factor. This was most notable in the MSC Napoli disaster in 2007 when the containership ran into difficulty in the English Channel.

Shipping lawyer Sam Minall was on hand after the seminar for consultation. With a degree from the University of Hull covering admiralty law and carriage of goods by sea, Sam also has a masters degree in Maritime Law from Bristol. He joined Myton Law, Yorkshire's only specialist shipping, transport and insurance



Sam Minall of Myton Law with Pauline Wade, Hull & Humber Chamber of Commerce.

practice, in 2011 and has also spent time on secondment with a major Lloyds of London P&I insurer.

For more information or advice, contact Sam Minall, Myton Law, on **01482 485026** or [sam.minall@mytonlaw.co.uk](mailto:sam.minall@mytonlaw.co.uk)

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



## Most businesses who suffered a cyberattack probably thought it would never happen to them.

Every week there's more examples of large companies falling victim to cybercrime, many with devastating consequences with the likes of Talk Talk and other major brands losing customer data. But cyber threats aren't just for the big brands, 2015 saw 74% of small and medium businesses breached by some form of attack. In larger businesses that figure moves to 90%. Not stats to be ignored.

You wouldn't leave your business uninsured against physical theft, or of flood and fire damage so why leave yourself open to data theft or complete shut down through leaving your network exposed.

The average cost of recovering from a cyberattack is significantly higher than that of flood or fire:



## Alert – your business has been breached

### What are the impacts?

- ✗ Lost business
- ✗ Reputational damage
- ✗ Time and money spent responding to the incident
- ✗ Business disruption
- ✗ Lost assets (including intellectual property)
- ✗ Regulatory fines & compensation payments

**£75,000 - £311,000**

average spend to recover by SMBs

**£1.5m - £3.1m**

average spend to recover by large businesses



**60%**  
of SMBs

fail within 6 months of a cyber attack

## Make sure your business is protected.

Together with NetPilot we've developed a range of full unified threat management (UTM) devices that will help protect your network from a host of threats without slowing you down, including:

- Malware
- Ransomware
- Trojans
- Worms
- DDoS Attacks
- Viruses
- Phishing
- and more...

What's more you don't need to worry about updating software - we'll take care of it. We'll also send regular updates to let you know what's been updated and more importantly - what threats we've protected you from.

For more information call **01482 337733** or visit [heybusiness.kcom.com](http://heybusiness.kcom.com)







## Avocet Trust: 25 Years in Care



The Avocet Trust is a local charity currently celebrating its 25<sup>th</sup> anniversary. Avocet provides lifetime Residential Care, Short Stay Care and Day Care for Vulnerable Adults with Learning Disabilities and Autism in the Hull and East Riding areas. A substantial employer of up to 300 staff members and with 80 disabled Residents living in 40 properties across the Hull and East Riding, the charity is one of the larger care organisations in the local area.

The Avocet Trust provides extensive, high quality training under their associated training company 'Brian Crosher Training'. With over 17 specialist modules taught by qualified tutors including First Aid, Equality and Diversity, Manual Handling and Food Hygiene, the Brian Crosher Training Centre welcomes training partnerships with local businesses.

Avocet also provides Award Winning Day Care Services at 'The Matthew's Enterprise Trust' near Preston, Hull. The Enterprise offers Day Care and Employment training to students with Learning Disabilities, Mental Health Problems and Autism. The training takes place on a fully equipped Farm in the following areas: Horticulture, Catering, Concrete Work, Metalwork, Woodwork and Animal Husbandry. The students pay for their own attendance with the Trust and are therefore always looking for potential sponsorship support from local businesses. The Matthew's Enterprise Trust also strives to develop employment placements in the community with local companies.

If you would like more information on how your business could support us, please call or email us.

**01482 329226**

**info@avocettrust.co.uk**



**fortis**  
therapy & training

Phone 01472 241794  
enquiries@fortistherapy.co.uk  
www.fortistherapy.co.uk

We are an award winning, leading provider of mental health services, working with clients throughout Lincolnshire, East Riding of Yorkshire and surrounding areas.

We are passionate about supporting individuals, organisations and their employees through therapy, coaching, mediation and training.

We specialise in:

- Mediation - improving relationships within the workplace
- Improving attendance, productivity and staff retention
- Therapy - support staff through therapeutically when struggling with stress, anxiety and depression
- Reflective practice - for those individuals whose role it is to support and manage colleagues
- Enabling employees to return to work after absence
- Leadership, management and team development training



**SPECIAL OFFER**  
**10% OFF**  
services for members  
Quote 'Biz10'



Andrew and Louise Coulbeck of JCS Fish Ltd - Winners of the ABP Business Growth Award, with Mike Sellers of ABP



Simon Beniston of MediBioSense Ltd - Winner of the HBP Stems Innovation Award



Des Mannion and Mark Carlton of Wilkin Chapman, Winners of the Forrester Boyd Business of Excellence Award



ID Architecture - Winners of the Business Hive Small Business Awards



JemBuild - Winners of the North East Lincolnshire Council Business Development Award



Jotun Paints Winners - Grimsby Institute Training Excellence Award

# ‘Business Is the Word’ at The Chamber’s Grease Themed Northern Lincolnshire Awards

A glittering celebration of the best of Northern Lincolnshire Businesses culminated with Kurt Christensen of Windpower Support being presented with a Lifetime Achievement Award by Chamber President Owen Finn and Business Editor of the Grimsby & Scunthorpe Telegraph, Dave Laister.

In front of a packed house of about 470 guests, Grimsby builders JemBuild had a night to remember, picking up two top accolades from this year’s Awards. These were the Wilkin Chapman Business Person of the Year Award, given to MD Paul Barker, and the North East Lincolnshire Business Development Award. The accolade of Business of Excellence, sponsored by Forrester Boyd, went to Wilkin Chapman who have been recording great results under new Chief Executive Des Mannion.

With a ‘Grease – the Musical’ theme this really was a night where companies ‘Hopelessly Devoted to Business’ were rewarded! Guests were welcomed by students from the Grimsby Institute

and Franklin College dressed in 50’s costume as characters from the film. With US themed canapés and a sparkling drinks reception, sponsored by Oaklands Hall Hotel, the evening got off to a great start. After a delicious locally sourced Dinner prepared by The Lincolnshire Chef, guests were entertained by Grimsby Institute students and professional performers from the West End in a Grease Spectacular, before going into the highlight of the evening, the presentation of the 2016 Awards.

Chamber President Owen Finn said “Like many of our businesses the film Grease, first shown in 1978, has stood the test of time and remains as popular today as when it was first released. The Awards too are all about excellence and it is great to celebrate our region’s successful businesses. The quality and diversity of the entries this year has been fantastic and we are proud as a Chamber to put on this event with partners Phillips 66.”

Local girl and TV celebrity Helen Fospero was compère for the evening and a raffle raised over



Kurt Christensen pictured with wife Carol - Winner of the Grimsby & Scunthorpe Telegraph Lifetime Achievement Award

£2,000 for the chosen charities of Not Home Alone and Young Enterprise.

Thanks go to all the sponsors and suppliers, everyone who supported the event and made it a night to remember. Congratulations once again to all our winning companies.



ON Marketing, Winners of the Bridge McFarland New Business Award



Andy Green, Joint Winner Franklin College Young Entrepreneur Award



Myles Shaw - Joint Winner Franklin College Young Entrepreneur Award



Paul Barker pictured with his wife - Winner of the Wilkin Chapman Business Person of the Year Award



Road Traffic Solutions - Winners of the North Lincolnshire Business Development Award



Pete Ward and Cheryl Atkin of Young's Seafood Ltd - Winners of the Barclays Excellence in Community Relations Award



Simon Atkinson and Mike Butters of Mariner Packaging - Winners of the HSBC International Trade Award

## JUDGING – BUSINESS AWARDS 2016 - RESULTS

AWARD CATEGORY	WINNER	RUNNER-UP	RUNNER-UP
The Business Hive Small Business Award	ID Architecture	Tower Staff Construction Ltd	Flixborough Eco Technologies Ltd
The ABP Business Growth Award	JCS Fish Ltd	4 Matic Design and Manufacture Ltd	Rapid Accommodation Ltd
The Wilkin Chapman Grange Business Person of the Year Award	Paul Barker - JemBuild Ltd	Gary McMullen - Tower Staff Construction Ltd	Steve Kent - Bell Waste Management
HSBC International Trade Award	Mariner Packaging Company Ltd	Cat Tech International Ltd	Wrendale Designs
The Bridge McFarland New Business Award	ON Marketing Ltd	MediBioSense Ltd	Cycle Hub Lincs CIC
Franklin College Young Entrepreneur of the Year Award	JOINT WINNER Andy Green - Lyke Ltd	JOINT WINNER Myles Shaw - Carpet Runners UK	Liam O'Leary Laser Red
The North East Lincolnshire Business Development Award	JemBuild Ltd	Oaklands Hall Hotel and Comfy Duck Restaurant	Tower Staff Construction Ltd
The North Lincolnshire Business Development Award	Road Traffic Solutions Ltd	Flixborough Eco Technologies Ltd	The Pink Pig Farm
The Grimsby Institute Training Excellence Award	Jotun Paints (Europe) Ltd	ENGIE Fabricom	Forrester Boyd
The Barclays Excellence in Community Relations Award	Young's Seafood Ltd	Ongo	Shoreline Housing Partnership
The HBP Systems Innovation Award	MediBioSense Ltd	Mariner Packaging Company Ltd	Achtis Ltd
Forrester Boyd Business of Excellence Award	Wilkin Chapman		
Grimsby & Scunthorpe Telegraph Lifetime Achievement Award	Kurt Christensen		



# Multi-Million Pound Investment by Hull Trains Will Enhance the Region's Rail Connectivity to the Capital

## Why we're proud to be called 'Hull Trains'

The Hull and Humber region has many reasons to be proud – one of which is its award-winning, direct rail service to London Kings Cross.

Hull Trains leads the industry for passenger satisfaction and service; it's voted amongst the top of the league tables for reliability and it's recognised as one of the most innovative and enterprising long-distance train operators in the country.

It is also led by a Managing Director that is just as proud of the city and wants to ensure that Hull and the Humber region remains connected to the capital in the same way that the UK's other major cities are.

With this in mind, Hull Trains has recently secured its long-term future after the Office of Rail and Road (ORR) approved its application for an extended track access. This gives the business and its passengers certainty of direct services from the region to the capital until 2029.

## £70 million investment in new trains

The certainty of track access means Hull Trains

can now press ahead with plans to invest £70million in new bi-mode trains that can take full advantage of the benefits of the electrified East Coast Mainline. It means the company can now invest in the line, allowing Hull to play its part as a key region in the Government's Northern Powerhouse proposals.



Managing Director, Will Dunnett, discusses some of the benefits passengers can expect from the new fleet of trains. He explains: "The new bi-mode trains will be faster than those we operate today. We will also be able to increase our fleet to five units with more seats on each, meaning a 50% increase in the number of seats for passengers."

The dual-function of the units means Hull Trains can keep passengers on its carriages during times of disruption to the East Coast Mainline, which would not be possible in fully-electric units. They're also more sustainable with a lower carbon footprint.

Dunnett continues: "These are exciting times for our business and our region as we move towards UK City of Culture status in 2017. Our current trains have served us well and we intend to continue to invest in these units for the next three years. We have just commissioned a project to refurbish our on-board service facilities for the enhanced comfort of our passengers as well as looking at ways to increase the capacity of our current services. We will also be rolling out Passenger Information Screens on all services as well as on-board CCTV to enhance security and peace of mind for our customers."

**“The new bi-mode trains will be faster than those we operate today. We will also be able to increase our fleet to five units with more seats on each, meaning a 50% increase in the number of seats for passengers.”**

**Delivering industry firsts**

Last year, Hull Trains became the first operator in the UK to install Passenger Information Screens fed by live real-time train running information, as part of an industry trial to improve on-board passenger information services. The screens on selected carriages give passengers up-to-the-minute, real-time information on connecting services and stations.

**Free super fast Wi-Fi**

Hull Trains was also the very first rail operator to introduce free 4G-enabled Single-Sign-Up Wi-Fi across all carriages, as well as installing USB chargers – a new concept in device-charging while travelling by train.

At the heart of the business is a dedication to the passenger and in recent years traveling with Hull Trains has become much easier thanks to the introduction of mobile tickets, print at home tickets, journey alerts direct to mobiles, new connection tickets and the ability to purchase Oyster cards on-board.

**First ever direct service from Beverley**

In 2015, Hull Trains launched the first ever direct rail service from Beverley to London, which now runs seven days a week. It is also looking for



opportunities for further expansion. Dunnett says: “We are a community-based business where we try to understand the needs of the stakeholders within the region. Launching the popular Beverley service is a good example of providing this, slightly beyond our heartland and providing an opportunity to a small market town.

“Our growth in recent years has been exceptional and much of this has been achieved through the support of the people, politicians and businesses within our region. This rich heritage is delivering impressive results today, and has given us the

confidence to develop robust, longer term planning to ensure our region remains connected.

“We are very clear on our commitment to connect Hull and the Humber region to the Northern Powerhouse as well as being closely involved in the ambitious electrification project, which continues to press ahead.”



# Ambitious Masterplan Maps out an Exciting Future for Airport

These are exciting times at Leeds Bradford Airport as it has established itself as one of the fastest growing airports in the UK for leisure and business passengers.

The airport has recently completed consultation on a new Masterplan which is expected to bring thousands of new jobs to the region over the next 15 years and which will, it says, make it an even more attractive proposition for Yorkshire and Humber customers.

Playing a key role in its rapid expansion is Tony Hallwood, Aviation Development Director, who said: "2016 is a milestone year for us because it sees us record 3.5m passengers in a year for the first time following a decade of growth, despite the economic downturn.

"Leeds Bradford is increasingly becoming a Gateway airport across the Yorkshire and the Hull and Humber region. More and more people realise that they do not have to drive across the increasingly congested M62 to Manchester or travel to other airports to have access to destinations across the world."

Leeds Bradford Airport's growth has been achieved by constantly adding flights and services, including developing direct links to many new holiday destinations and flying to four hubs which allow business and leisure passengers to make connections to destinations all over the world.

The airport services four hubs - flying with KLM to Amsterdam, with British Airways to Heathrow, via Aer Lingus to Dublin and on to North America and, most recently, with Vueling to Barcelona.

Tony said: "More and more people, including many business travellers, are seeing Leeds Bradford as the airport to use given its broader destination coverage.

"Twenty per cent of our passengers now travel on business. There has been a lot of talk about Skype and video-conferencing impacting on business travel but, having talked to business organisations like the Chambers of Commerce, it is clear that business people still want to have meetings face to face.

"The growth in our services means that we now fly direct to seventy destinations across twenty three countries, with many more easily reachable from the four hubs to which we fly.

"What's more, the figures for reliability, based on the number of flights departing on time, showed that in two quarters of 2015 we came first out of the top 24 airports in the UK, with 86 per cent of our flights on time.

"We are seeing steady growth and we are confident that 2016 will see a further expansion of new services. I think the message is getting out that we are a good choice for passengers across Yorkshire and Hull and Humber.

"The Hull and Humber region is punching above its weight and we can help it grow and are excited about the part we can play in supporting the local economy alongside initiatives such as Hull's forthcoming time as City of Culture in 2017."

However, the job is nowhere near done, hence the new Masterplan, which will deliver enhancements up to 2030, which Tony says aims to double passenger numbers from three and a half million a year to seven million by 2030.

Airport bosses say the plan will allow the number of jobs it supports directly and indirectly to rise from 5,200 to 10,000.

Proposals include:

- Improvements to the terminal, triggered when passenger numbers hit around four and a half million, plus apron and stand enhancements
- A business park and an airport hotel will be built close to the terminal
- Improved rail connectivity linking Leeds, Bradford, Harrogate and York, by means of a Parkway station and Tram Train/Light Rail options will also be considered
- Upgraded road access and increased public transport provision are also high on the agenda

Tony said: "The Masterplan is crucial as we seek to play a central part in the Northern Powerhouse as it develops. Everything we do is about attracting more passengers and adding to the economy of Yorkshire, including areas like Hull and Humber.

"The proposals contained in the Masterplan are designed to improve connectivity to the airport. The idea behind improved public transport connections is to make it easier for people to reach us without driving but, if they do want to take the car, we want to improve the road links as well to allow quick and easy access.

"The continued growth in routes and services will also help us promote sectors like tourism, not just flying people out; but bringing them in to our region as well.

"We cannot afford to stand still. We are already seeing significant growth and expect that to double by 2030, which means we will be constantly adding to the services we offer and improving the airport's infrastructure. It's an exciting time here at Leeds Bradford Airport."



"Leeds Bradford is increasingly becoming a Gateway airport across the Yorkshire and the Hull and Humber region as more and more people realise that they do not have to drive across the increasingly congested M62 to Manchester"



**Tony Hallwood**  
Aviation Development Director,  
Leeds Bradford Airport



Leeds Bradford<sup>®</sup>  
Airport

Did you know?

***You can connect to hundreds***  
of destinations worldwide  
through major hub airports



***...fly anywhere in the world***



London Heathrow T5



Amsterdam Schiphol



Dublin



Barcelona



# UK'S LARGEST SPECIALIST TRANSPORT AND LOGISTICS RECRUITMENT COMPANY



We offer temporary and permanent driving jobs, non-driving work and Driver CPC training. We supply staff to companies throughout the UK.

Driver Hire is committed to delivering outstanding customer service and the highest levels of compliance standards and are recognised as market-leading specialists in their respective sectors.

Today, Driver Hire is much more than just a supplier of last minute lorry drivers. With over 30 years of experience and a nationwide network of over 100 Driver Hire offices throughout the UK and Ireland, we offer a full range of recruitment services – temporary and permanent positions, driving work and logistics jobs.

So, if you are an individual looking for work or an organisation looking for staff, you have come to the right place.

### Services we provide

#### Temporary driving and non-driving logistics staff

We can provide people to fulfil all your temporary staffing requirements and help to optimise the smooth running of your organisation. You can save money by using temporary labour from Driver Hire.

#### CPC Training

We like to be sure that our drivers are fully up to date with their responsibilities and obligations, and so for many years we have provided them with training

on the major issues of the day – from their working time or rest and breaks obligations, to fuel efficient driving.

Our customers know they can trust us to deliver – and the Driver Certificate of Professional Competence provides a great opportunity for us to offer our award-winning training services to a wider audience.

#### National Accounts

We supply staff to our customers through a truly nationwide network, with centralised support services. Our National Accounts service is uniquely positioned to meet the needs of large national or regional clients.

### 24/7 Service

Driver Hire is available 24 hours a day, 7 days a week, including bank holidays and even Christmas Day! So, whenever your needs arise, call us on **01472 357171**



## Lawyers with true sector experience

Myton Law is a niche firm located on the Humber with expertise covering international trade, shipping, marine, transport, logistics and insurance law.

## Plain talking and pragmatic

We provide a cost effective, commercial approach to managing legal matters for our clients and act for companies involved in all aspects of international trade.

- international trade
- conditions of carriage
- goods in transit disputes
- cargo disputes
- multi-modal disputes
- personal injury
- renewable energy
- commercial and transactional



myton law

SHIPPING • TRANSPORT • INSURANCE

Call us on +44 (0)1482 485020

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

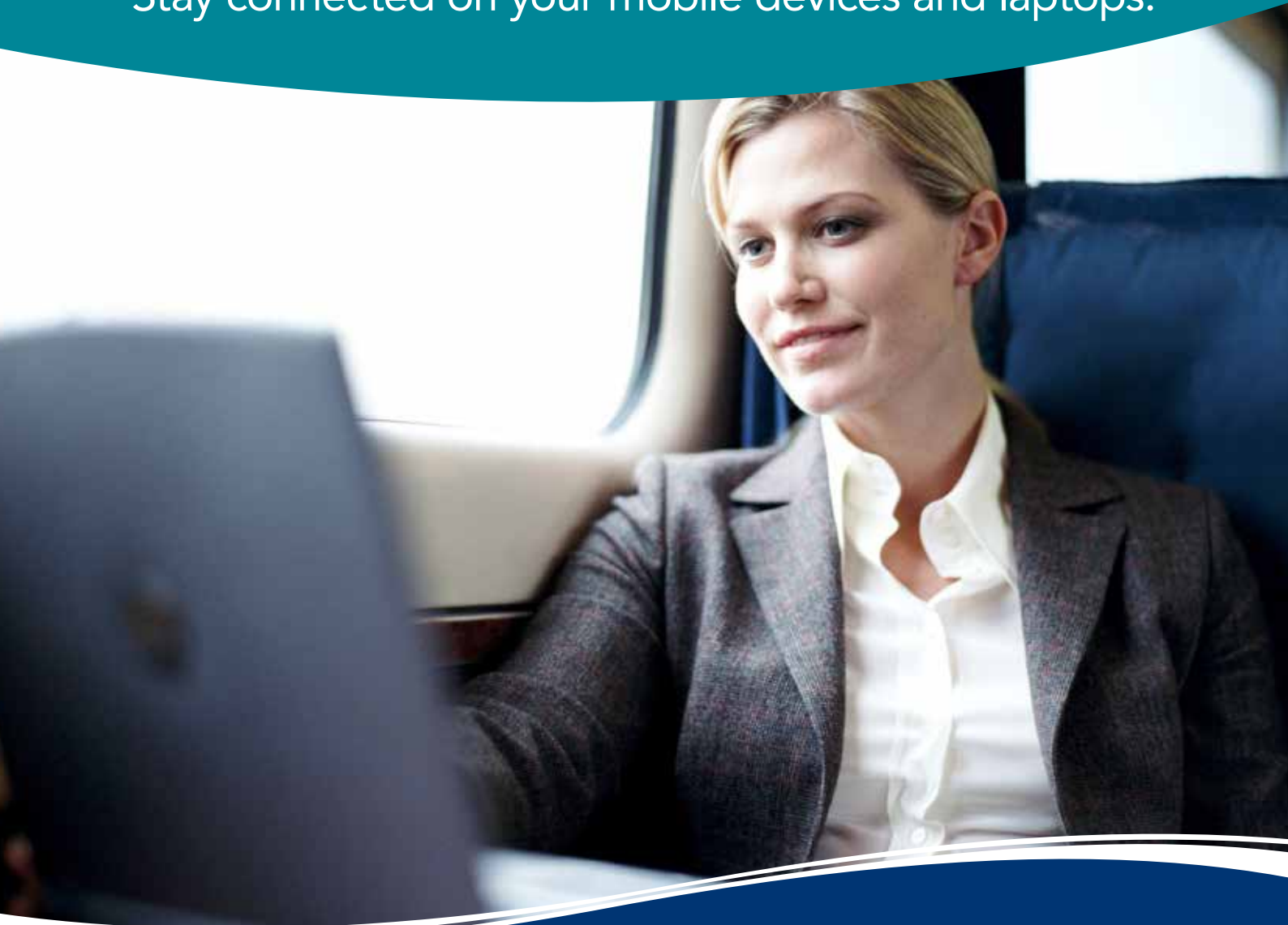


# HullTrains

Your local link to London

## FREE Wi-Fi AVAILABLE ON BOARD

Stay connected on your mobile devices and laptops.



Share the love at [lovehulltrains.co.uk](http://lovehulltrains.co.uk)  Love Hull Trains  @hull\_trains



# Hull Trains

Your local link to London

## SAVE TIME AND MONEY

on flexible business travel with our exclusive **Flexi Tickets**.

Only available through our **Business Travel Team**

Flexi Tickets are a perfect business partner, giving you complete flexibility of travel plus great savings.

- Save up to £600!
- 20 single journey tickets
- Flexible travel on any Hull Trains service
- Not limited to you, feel free to share with your colleagues
- Avoid higher costs of unplanned travel
- Exclusive to Hull Trains

So before you even step on board, call the team on **01482 215 746** or email **[hullbusinesstravel@firstgroup.com](mailto:hullbusinesstravel@firstgroup.com)**





Clugston Distribution's new tanker at C. Marston & Sons

## £1.2m Investment in New Fleet

Scunthorpe-based, Clugston Distribution, one of the UK's leading independent bulk tanker specialists, has announced a further £1.2m investment to develop its tanker fleet capabilities.

As part of the investment the company, which is part of the Clugston Group, has ordered three tractors and three 42,000-litre fuel tankers to support expanding operations in the petroleum sector alongside five replacement tractors for its food and cement fleet.

Clugston Distribution offers UK wide quality driven supply chain solutions, including specialist distribution, storage and inventory management for general haulage, cementitious powder, bulk liquid fuels and bulk food ingredients.

The company provides tailor made solutions to fit client requirements, offering full and part load delivery services within 24 hours to all destinations on the United Kingdom mainland.



ICT Logistics has extensive experience in providing innovative and cost effective solutions for handling all types of freight movements throughout Central Eastern Europe, Russia & CIS Countries and the Baltic States by Road, Sea, Rail, Air & River Barge.

We offer a One Stop Shop that enables us to transport everything from Small Groupage / LTL consignments to Full Truck Loads (FTL) shipments of Conventional Palletized & Loose Cargo.

We operate a large fleet of modern vehicles and trailers capable of carrying Dry Freight, Hanging Garments, Temperature Controlled Freight, Agri-Chem, ADR Shipments and High & Heavy / OOG / Abnormal Loads & Project Cargo's.

ICT has 16 offices in 12 countries and we offer daily / weekly departures to and from the following locations: -

Armenia, Azerbaijan, Albania, Belarus, Bosnia, Czech Republic, Croatia, Denmark, Estonia, Finland, Georgia, Greece, Hungary, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova, Montenegro, Norway, Poland, Romania, Russia, Slovakia, Slovenia, Sweden, Tajikistan, Turkey, Ukraine, Uzbekistan, Iraq, Iran.

We also provide a comprehensive range of Customs Brokerage Services throughout the Russian Federation and CIS Countries - ICT Logistics offers an End To End Solution to this part of the world.

**Thinking Global - Acting Local**

**+44 (0)1405 760005    www.ict-as.dk**



# DEZARO LIMITED



agents. We are also offering regular containerised car movements to Turkey, along with full load and part load weekly trailer services from / to Turkey. We are also able to offer warehousing, pick and pack from three locations, Hull, London and Felixstowe. Consultancy services for any and all of your requirements, then please get in touch.

May this year saw the opening of our new office in Felixstowe, a joint venture between Allclear Logistics Ltd, and ourselves. We can now handle Customs clearances in house for most ports around the UK, utilising Allclear's Customs badges and their vast clearance experience and knowledge.

The team here at Dezaro Ltd all have many years of sales and freight industry experience. We have put together a network of agents across many countries. Whatever your shipping requirements are, we can assist you every step of the way, from choosing the best route, and options, and always at the best prices possible.

The Dezaro strategy is to provide satisfaction for our customers by continuously striving to improve rates and service levels. We also sponsor the Hull Dockers under 10's, a local rugby team, which we wish every success to.

Our weekly groupage container services are port-to-port and door to door, handled by our reliable and experienced



**LCL – FCL Seafreight / Road Freight / Air Freight / Cross Trade / Customs Clearance / Insurance**

[www.dezaro.uk](http://www.dezaro.uk)  
[sales@dezaro.uk](mailto:sales@dezaro.uk)

**01482 225300**

D8 Chamberlain Business Centre  
Chamberlain Road Hull, HU8 8HL

We can show you how to get more out of your fleet



Our customers have:

- **Improved productivity and utilisation** of their vehicles, trailers, assets, company cars
- On average seen a **return on investment of 5:1**
- **Enhanced** their drivers performance
- **Created** a safer fleet and reduced incident numbers
- Ensured **duty of care** is being met
- Increased **vehicle uptime** by remotely managing vehicle maintenance
- **Cut** fuel spend and CO2 emissions
- **Streamlined** and taken control of vehicle mileage expenses
- **Reduced** insurance premiums

**Masternaut can help create a solution for you.**

Get Connected Now.

Contact: Derek Hart   
 Tel: 07885 556843 Email: derek.hart@masternaut.com



## Your specialist logistics partner in the Humber

OVER  
50  
YEARS  
EXPERIENCE




- ▲ Deliveries coordinated from our Scunthorpe hub
- ▲ Day 1 for day 2 delivery service
- ▲ Specialists in fuel, dry bulk food, industrial powder and flat-bed 44 tonne deliveries
- ▲ Spot and contract solutions



Call David Heath, Distribution Director, to discuss your requirements on  
**01724 294922** or email [david.heath@clugston.co.uk](mailto:david.heath@clugston.co.uk)

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



Multi-Modal Consultants Ltd  
Transport & Logistics

Multi-Modal Consultants Ltd (MMCL) offers a comprehensive range of cost effective and efficient Logistics Services throughout the UK, Europe, Russia, Baltic States, CIS Countries, Asia, Canada & USA. MMCL has extensive knowledge and experience in all areas of the supply chain for Retail, Manufacturing, Automotive, Engineering, Construction, Chemical & Agricultural industries.

**General Freight Movements:**

- Road – FTL, LTL, Groupage, Temperature Controlled, Dangerous Goods (ADR), Panic Vehicles, High Security & Secrecy Shipments
- Sea – FCL, LCL, NCL, Break Bulk, Chartering
- Air Freight – Packages to Pallets, Production Line Stoppers, Aircraft on Ground (AOG)
- Courier Consignments – Daily Courier Flights to Moscow & St Petersburg
- Customs Brokerage Services

**Project Cargo Management Services:**

- Cost effective and efficient solutions designed to meet our clients’ needs and budgets, legally and without compromising safety
- Liaison & Cooperation with Police, Highways Agency & Other Authorities where necessary
- Route Surveys carried when required
- Management of Abnormal Load Notifications, Permits and Movement Orders
- Provision of our Own Escort & Pilot Vehicles

+44 (0)1405 760005

multimodalconsultants@btconnect.com

TRANSPORT

WAREHOUSING

DISTRIBUTION

GROUPAGE



# Middlegate Europe



T: +44 (0) 1482 226 460  
F: +44 (0) 1482 586 198

[www.middlegate.eu](http://www.middlegate.eu)

Unit 4, Marfleet Environmental Technology Park, Westgate  
Way, Kingston upon Hull HU9 5LW (UK)



# Logistics Group Middlegate Europe Continues to Grow Strongly

## New expansion and additional staff for Middlegate in Hull.

Logistics group Middlegate Europe continues to grow strongly and the company has recently secured a new three-year contract with a value of £7 million.

The company has also decided to expand its plant in Hull with a third logistics centre for 16,000 pallets.

It is the second expansion of Middlegate in Hull in barely two years and that is good news for employment: 15 additional staff will be recruited.

Middlegate Europe is a European leader in transport and logistics. The family business was founded in 1989 and has sites in Hull, but also in Zeebrugge and Liège in Belgium, and in the Grand Duchy of Luxembourg. The company employs more than 150 staff and has a turnover of GBP 27.5 million

Britain is a growth market for the company. CEO Kim Notman said: "We have invested heavily in the expansion of our network for nationwide distribution in Britain and Ireland, and it has paid off.

"We have just signed a three-year contract for a client in the Fast Moving Consumer Goods market (FMCG). We centralise goods from Belgium, Germany and France in Hull to then distribute them throughout the British Isles."

The launch of the new project was conducted at a fast pace and the Middlegate team had just eight weeks to set things up in terms of logistics, IT and personnel.

"In such a project, we can make full use of the dynamism and flexibility of our family business," said Kim Notman. "I'm proud that our team can now also complete large projects on time."



### Faster deliveries into the UK

Kim said: "We differentiate ourselves by transporting the goods in our own equipment instead of using a pallet network. You know where your goods are. The business model of Middlegate Europe is to deliver faster without the price tag of an express delivery. The customer can choose the service he needs, be it a 24 hours, 48 hours or a 96 hours service."

### Middlegate Europe is diversifying into new markets

Distribution of Carpets and sensitive goods is the latest new service Middlegate Europe is launching as of June.

Middlegate Europe is an asset-based company so it invested in 60 brand new Carpet box trailers. This specialised equipment with Carpet cradles and Kooi aap forklifts allow the company to make the deliveries to those customers who have no unloading facilities.

The facilities in Hull had already been expanded by 6,000 m<sup>2</sup> in 2014 to give a total storage capacity of 10,000 m<sup>2</sup>. Next year will see a further 8,000 m<sup>2</sup> added.

Kim said: "We are expanding with a third logistics warehouse which will be able to store 16,000 pallets. This will enable us to respond to the needs of our customers to optimise their supply chain and storage capacity. We want to be using this new capacity by the end of 2017."

The further expansion of the logistics activities is also good news for employment as Middlegate will recruit 15 additional staff.

Kim said: "We are expanding our workforce to continue the growth of our business in the right direction. It is also a clear signal that we as a family logistics group believe in the future and that it is our ambition to continue to develop as a national player in the UK."

### A truly 'Green Logistics Company'

Meanwhile, the company is also working on further 'greening' its operations. Firstly, new trucks will be used that are more environmentally friendly: at the end of this year there will be no less than 60 new vehicles with the cleaner Euro 6 engines. On the other hand, Middlegate is also making increasing use of rail transport.

Kim Notman said: "For the new contract in the UK for example, half of the goods will be transported by rail. In this way we can achieve a strong CO<sub>2</sub> reduction, which fits in perfectly with our philosophy of being a Green Logistics Company."

For more information, please contact Kim Notman on **01482 226460** or **07825 809022** or email **kim.notman@middlegate.eu**





## It Pays to Know Your DEC From Your EPC

Understanding the meaning of energy industry abbreviations like DEC and EPC could save your business money.

All industries have their own jargon but failing to know it doesn't usually hit their customers in the pocket. In energy, however, businesses could be fined if they don't know the rules behind some abbreviations.

There are financial penalties for non-compliance with EPBD (Energy Performance of Buildings Directive) requirements such as commercial energy performance certificates (EPC) and display energy certificates (DEC), for example.

Find out how Chamber Energy Solutions can help with EPC services and DEC assessments. Call **0333 000 0132** or email **help@chamberenergysolutions.co.uk**

## Empowering Young People

Young Enterprise is the UK's leading charity that empowers young people to harness their personal and business skills.

Since 1962, we've been creating and developing programmes that complement the school experience and encourage young people to realise the extent of their own talents. We make business relevant to the daily lives of young people. Our programmes spark their energy and enthusiasm, helping them to discover their individual talents and achieve what they thought was impossible. We offer practical programmes, from one day masterclasses to year-long projects, to help young people develop skills they cannot learn from a textbook. We make the connection between school and the world of work, enabling young people to develop the knowledge and attitudes they need to succeed, building on eight key skills:

- Communication,
- Confidence
- Financial Capability
- Initiative
- Organisation
- Problem-solving
- Teamwork
- Resilience

We offer something for every year of education

from our Primary Programmes to our Secondary Programmes (including our year-long Company Programme) to the university-level Start-up. We are the UK's leading figure in personal and business skills and we work with 3,482 educational centres across primary and secondary, delivering over four million learning hours each year.

Integral to what we do are our 6,000 business volunteers who share their experiences in the classroom and make up our local volunteer boards. Young Enterprise simply could not exist without the generosity and dedication of our network of 6,000 volunteers. Our volunteers are a vital part of Young Enterprise – they mentor young people, assist delivering our programmes in school or are part of the local volunteer boards that help Young Enterprise across the country.

Whether you'd like to mentor a student company, work with primary students or join a local volunteer board, we have a volunteer role perfect for you. There are opportunities to get involved in the Grimsby, Scunthorpe and Goole areas and I would be happy to speak to any local businesses or community focussed people who are interested in inspiring and empowering the young people in this area.

Please contact me for a personal invitation and further information on volunteering with Young Enterprise on **07917686908** **liza.walsh@y-e.org.uk**

## What's Your Thoughts on - Working Remotely From Home?

Remote working is a growing trend and continues to increase in popularity...

Technology has enabled business not only to evolve but also how their staff and workforce interact with each other. Remote working allows a business to expand its talent pool, improve customer retention, increase productivity and reduce office space costs and carbon footprint, all of which can be invested back into training and technology to improve client and employee experiences.

Communication is incredibly important in a virtual culture and utilising effective technology platforms, channels and tools successfully will ensure productive outcomes.

There are some key factors to think about before moving to a remote workforce model. Actual job function (can the work be performed from home) must be considered, the individual's capabilities and competencies, and any security threats for home offices.

Having remote and virtual employees allows your business to operate round the clock, should you need to, and allows for flexible working options for employees, cutting out the daily commute to work and assists with the recruitment of employees with hard-to-find skill sets.

Although it may not be the right solution for every organisation, there is now a wealth of evidence showing that teleworkers tend to be more productive and even work longer hours than their office-based counterparts. Studies also show that teleworking reduces employee turnover, which means serious cost savings can be made towards the cost of training and hiring new staff.

There are many communication tools such as video conferencing, instant messaging, email and the availability of VoIP handsets – combined with occasional face-to-face contact and performance-based content management and Intranet measurement systems, the case for teleworking is a strong one.

For more information speak to local communications firm Cobus Communications on **01482 225666**.



Middle three (L-R) Simon Cutsforth, branch manager; Carl Bugar, owner and managing director, and; Gigi Chung, director, surrounded by the Parliament Street-based team.

## RoS International - a Million Reasons to Celebrate 25 Years

A technical recruitment agency which has supplied engineers to some of Hull’s most iconic developments has a million reasons to celebrate its 25th anniversary.

RoS International, based on Parliament Street, Hull, has supplied more than one million man-days of employees to hundreds of companies and building projects in the UK over the past quarter of a century, including the KC Stadium, The Deep and C4DI.

The company, which turned 25 in April, was established in 1991 to recruit skilled engineers and technicians for the power generation industry, supplying such developments as Ferrybridge Power Station and the Easington Gas Terminal.

Over the years, however, RoS International has diversified and now serves a range of sectors, including power generation, renewables, waste to energy, manufacturing, construction and civil engineering, consultancy, mechanical and engineering, and public sector.

Managing Director Carl Bugar joined RoS International in 1995 and bought the company in a management buyout just six months later.

Under his leadership it has grown to turnover in excess of £7m and employs 10 people, some of which have been with RoS since before the buyout.

Mr Bugar said: “RoS International was established with the aim of supplying highly skilled technicians and engineers to large, power generation developments and, as a result, the people we supplied played key roles in building some of the UK’s largest power stations.

“But we knew that we could not rely on one sector alone so we soon began to diversify. Our people have helped build some of the most important developments in Hull, including the St Stephen’s shopping centre, the Hull, East Yorkshire Women’s and Children’s Hospital and many others.

“It is amazing to think that over the past 25 years we have placed that amount of people into jobs.”

## Apprentice Paints Her Way to Success

An apprentice from Hull Training and Adult Education has been recognised as one of the best after winning at the Health Education England Talent for Care awards. Organised by Health Education England, the annual awards celebrate the achievements of young people, and highlight the many success stories and benefits that investment in training and development of staff brings to an organisation, patients and communities. Apprentice Painter and Decorator Jaimee-Leigh Lister, aged 19, from Hull, won the Advanced/Higher Non-Clinical Apprentice of the Year at an awards ceremony on 18 March.

Jaimee-Leigh Lister is also shortlisted for the Trust’s Golden Heart Award for apprentice of the year.

Anne Burdis, Education and Development Advisor for the Hull and East Yorkshire Hospitals NHS Trust said: “I first met



Jaimee back in 2013 and have seen how she has not only progressed through the apprenticeship frameworks but also grown in confidence. She is an outstanding apprentice and colleague; she always has a smile on her face and such a positive outlook. Being there at the Talent for Care Awards to witness her win the award for Advanced Apprentice of the Year – Non Clinical – was an utter privilege. She really is a credit to herself, to Hull Training and Adult Education, and to us all at Hull and East Yorkshire Hospitals NHS Trust. “

## Carbon Trust Accreditation for Beverley Based Renewables Business

Beverley-based Boston Renewables has become the only business in the Yorkshire and Humber region to be accredited by The Carbon Trust for their Solar PV and Wind Turbine installations.

The accreditation is given in recognition of the skills and service that Boston Renewables delivers to its customers for solar and wind renewable energy installations. The design and performance criteria used by Boston Renewables have been scrutinized by the Carbon Trust and have been proven to meet their exacting criteria.

John Hudson, MD at Boston Renewables, said: “We are delighted to have achieved the Carbon Trust accreditation. In a crowded and confusing market place this independent validation provides customers

for our commercial solar arrays and wind turbines with an added level of trust and confidence.”

The Government’s recent review of renewable energy subsidies has now been rolled out and renewable technology continues to benefit any business that has a high electricity consumption. Boston Renewables is able to help businesses looking to reduce their spend on electricity and reduce their carbon footprint by investing in renewable technologies achieve a significant return on investment.

Boston Renewables was established in 2010 and provides energy solutions and energy generation using renewables technology to businesses and commercial operations in Yorkshire, Humberside and Lincolnshire.

# Amy Johnson Helps HETA Inspire Female Engineers

The exploits of Amy Johnson are being promoted 75 years after her death to inspire young women to pursue careers in engineering.

Humberside Engineering Training Association (HETA) has harnessed the interest in the Amy Johnson Festival to appeal to young women throughout the region and to show them how they can make their mark in a traditionally male environment.

The training company is supporting the Festival by sponsoring a moth painted with a picture of Amy with the message: 'Amy Did It!' HETA will also purchase the moth at the end of the Festival for use in its future Girls Into Engineering campaigns.

HETA colleagues Charlotte Hogben and Lucy Jessop joined the Festival team for the unveiling of the blank moths and told how easy it was to select their design.

Charlotte said: "We saw that one of the designs was called 'Amy Did It' and is based on the old land girls poster. It is a great fit with our campaign and a great inspirational message for women, particularly women in engineering."

The moth design features on HETA's own promotional posters which have been distributed to schools across the Humber region. Female engineering staff, trainees and apprentices also feature in the poster.

The company is also planning to host an Amy Johnson Festival Day in July when girls will be



**Charlotte Hogben (left) and Lucy Jessop with the moth which will be decorated as part of the Amy Johnson Festival**

invited to HETA's Hull centre at Copenhagen Road, Sutton Fields Industrial Estate, to find out about engineering career options.

Lucy said: "Amy is interesting because she was an engineer and also because she followed her dream in something that was dominated by men. She just decided she could do anything she wanted and we don't get that message into schools as much as we should."

## Nouveau Décor by Ian Stokes

Working out of Epworth, North Lincolnshire we are a small father and son painting and decorating business. With over 38 years trade experience I have built a reputation for high quality work throughout the last 18 years as a sole trader.

Moving the business forward, my particular aim is to work away from synthetic paints in favour of genuine natural, traditional paints and finishes. Being a particular passion of mine, I believe these paints are the future of my business.

With a reduction in chemical paint emissions during application, we reduce negative environmental impact, using natural renewable ingredients that allow for moisture movement and breathability. All contributing factors in preserving the building fabric, improving our personal environment in which

we live and work, reducing adverse effects on health and the environment.

For the client who is seeking authentic period colours and finishes but also conscious about how synthetic paint chemicals affect the environment, we provide a decorating service suited to these concerns. Ideal for period buildings, whether a rural cottage, town house, business property or country estate, for both interior and exterior work.

With experience of working on both private and small commercial projects we also work in the small retail, health and education sectors. We provide a high quality decorating service tailored to meet your requirements. Nouveau Décor is validated through membership of the Guild of Master Craftsmen and the Painting and Decorating Association.

## Whistle Blowing: Pointing the Finger at Law-Breaking Phone Numbers

**By Alan Kaye, Squirrel Telecom**

Have you noticed the arrival of a slew of new numbers for telephone helplines? Largely gone are the once-ubiquitous 0845s and 0844s, and in their place are numbers beginning 03.

This is not a fashion trend, but a reaction by companies to the Consumer Rights Directive making the 08 series illegal in many cases.

But here's the rub – although that legislation is a year old this month, many companies still don't comply, which has implications for everyone dialing those numbers.

A desire for more robust consumer protection is behind the change. Companies using some 08 numbers (and those beginning 09) can collect a proportion of the call charge for themselves. The government thought it unfair to make people pay for the privilege of calling service lines for help about goods or services they'd already bought. The Department for Business Innovation and Skills explains it succinctly: "Consumers should generally expect to pay no more to phone a trader about something they have bought than to call a friend or relative."

However it's not as simple as you might think. 0845 numbers can still be used by financial institutions, for instance – but call charges must be displayed clearly, alongside the number. No call charge information? It's a law-breaker.

Selecting the right number to replace the 08 one on your helpline can be a bit of a minefield, and there's no doubt it'll cost you more – but it's a mistake to think about call costs in isolation. 21st century technology means that, if you think about them as part of a total phone system solution as part of a hosted package, then it's possible to make savings elsewhere, and still have a robust solution that's cost-effective as well. More information about call costs is on the Squirrel Telecom website at <http://squirreltelecom.co.uk/numbers.html>

## HullBID Events Build on Ballot Success

HullBID embarked on an exciting programme of city centre events following its resounding success in a renewal ballot.

The BID secured 80 per cent of votes cast in the poll of member businesses in Hull city centre. It also achieved a similar majority in terms of the rateable value of business premises which took part in the vote.

About 1,130 voting papers were distributed to businesses within the HullBID area. Details of the count published by Hull City Council, the official ballot holder, showed that 656 votes were cast, with 517 votes in favour and 129 against.

The total rateable value in favour was approximately £30.5 million compared with £7.2 million against.

Kathryn Shillito, HullBID city centre manager, said: "The job of building on HullBID's success so far started as soon as the ballot result was returned. We were delighted to receive such an emphatic



Kathryn Shillito with the HullBID team

endorsement of our work and we are grateful to city centre businesses for taking the trouble to vote."

The week after the ballot result was announced, HullBID played its part in supporting Hull Museums and Heritage Learning to present the Edwardian Easter event, which attracted thousands of visitors to the Old Town. In April, HullBID once again held the hugely successful Fashion Week. Now it is working towards the Yum! Festival of Food and Drink and other activities.

Jim Harris, chair of the HullBID board of directors and manager of St Stephen's Shopping Centre in Hull, said: "The ballot result is a great endorsement for what has been achieved by HullBID over the last five years and, more importantly, a show of confidence in what BID can achieve going forward.

"There is no organisation better placed than HullBID to maximise the legacy of City of Culture and to ensure that businesses in the city centre get the very best out of it."

## Excellent Year Prompts Expansion for Heptonstalls

One of Yorkshire's most established firms of solicitors has announced it is expanding one of its departments following a strong annual performance.

Heptonstalls Solicitors has chosen to expand its private client department to keep up with the growing demand for its services in Wills and Probates, Commercial and Residential property.

Following a strategic rethink in 2015, the department has seen a steady growth in business and, as a result, has chosen to recruit two new specialist solicitors to cater for the demand.

Katie Wright was appointed the new Head of Commercial Property in March, bringing with her eight years experience working in



commercial property and agricultural law, whilst Kiran Devi has recently been appointed as a

Wills and Probate Solicitor, having previously worked at a firm in Leeds.

Shaun Pinchbeck, Partner and Head of the Private Client and Commercial department at Heptonstalls, said: "It's been a terrific year for the private client team here at Heptonstalls. We have seen a substantial increase in dealing with client matters and, as such, we felt it was appropriate to expand the team to support our growing client base better.

"We look forward to building on the level of growth achieved last year and dealing with many more clients across Yorkshire."

The firm, which traces its roots back to over 200 years, employs over 120 people and has a presence in both Goole and Pontefract. It plans to grow its presence in the West Yorkshire area in 2016.

To find out more about the services that Heptonstalls can provide for you and your business, visit [www.heptonstalls.co.uk](http://www.heptonstalls.co.uk) or call **0800 917 8267**.

## New Challenge for Campbell

The appointment of Campbell Carruth to the position of Head of Property within ABP's operations on the Humber will allow the company to develop a robust property strategy and raise the profile of the Humber Enterprise Zone, according to ABP Director Humber, Simon Bird.

Campbell joins the company from UK Coal/Harworth Estates, where he held responsibility for all of the former mining accommodation across 15 sites, together with over 1000 acres of consented employment land, which totalled more than 1000 acres. Prior to his tenure at Harworth Estates, Campbell was Director of the Property Division at Clugston Estates Limited.

His remit at ABP will include bringing together the north and south bank property teams and working closely with the commercial function to develop a property 'Masterplan' for the four Humber ports. This will raise the profile of the company's assets and Campbell will work to strengthen links between ABP and the development of national infrastructure such as HS2/HS3, as well as the emerging Northern Powerhouse.

Campbell said: "I have experience in commercial land and property as well as change management, and as ABP continues to grow and develop its business, I'm hoping I can help manage that transition."



"There are some challenges for ABP at the moment, but there are some real opportunities too. Renewables is a growth industry which we're currently at the forefront of in this region, and we'll be working to service that market, together with further emerging markets, and look towards a fantastic future."

ABP Director Humber Simon Bird is looking forward to working with Campbell to deliver a reinvigorated strategy for ABP's land-based assets on the Humber.

Campbell said: "I believe I have the experience necessary to make a real difference at ABP and I'm looking forward to getting to know my new colleagues and developing plans that will make a tangible difference to ABP's Humber operations."



## Andrew Jackson Announced as Patron Member of Chamber Of Commerce

Andrew Jackson Solicitors is delighted to announce that it has become a Patron Member of the Hull & Humber Chamber of Commerce.

Bruce Massie, of the Chamber, said: "Andrew Jackson is a long-established, highly regarded law firm in the region and nationally. The team is already very supportive of the work of the Chamber, so we are particularly delighted to welcome them as our newest Patrons."

"Our Chamber works hard for its Members and Andrew Jackson's decision to become a Patron, representing one of our core Membership sectors, is a clear endorsement of its support of what we do."

Mark Pearson-Kendall, managing partner at Andrew Jackson [pictured] said: "Andrew Jackson has supported the Chamber for many years but, as a key partner, we will provide a greater level of support to, and involvement in, the local business community."

"As a firm, we value and always seek to build long-standing relationships that bring mutual success and our relationship with the Chamber is no exception. The team at Andrew Jackson is very much looking forward to playing an active role in a range of events and initiatives across the year and demonstrating our commitment to the business community in the region. It's a great time for the city, and to be based in the heart of it."

## Logistics Institute Partners with Morocco Freight Operator SNTL

Experts from the University of Hull are embarking on a new partnership with the leading logistics service provider in Morocco.

Staff from the University's Logistics Institute are set to begin work immediately on two supply chain and logistics related projects, as part of a long-term collaboration with state-owned but privately managed transport company SNTL.

Initially, the company and the Logistics Institute will be jointly developing a new logistics hub index.

The index will be used to measure the potential of countries, particularly in Africa, to become logistics hubs and taps into the Logistics Institute's extensive expertise and research in this field.

The joint venture to develop the index was agreed after Professor Amar Ramudhin, Director of the Logistics Institute, visited Morocco to give a talk on emerging trends in the logistics sector.

Professor Ramudhin said: "This collaboration will give the University visibility in a modern, rapidly developing country in a key location for international trade."

"Currently, we don't have a profile in French-speaking countries in Africa, so in that respect, it's a first. For the Logistics Institute, it brings added credibility to be able to showcase our expertise in emerging countries such as Morocco. It builds on the work I have done before



with Georgia Tech Panama to position that country as the logistics hub of the Americas."

The Logistics Institute and SNTL are also planning a follow up project where they will use the index to map the logistics capabilities of countries across Africa.

Professor Ramudhin said they are looking to develop a 'tighter relationship' with SNTL, which could see key employees coming for further studies in Hull.

SNTL was founded in 1937 and is the leading company for freight transportation and warehousing in Morocco, with more than 20 million tonnes of goods transported each year and an annual turnover of more than £60 million.

# Leading Law Firm Warns Businesses of Upcoming Insurance Act Changes

Bridge McFarland Solicitors is warning businesses of imminent changes to how insurance policies will work.

The Insurance Act 2015 will introduce the most significant changes to business insurance in over 100 years when it comes into effect on 16 August.

Primarily, it will clarify when an insurer is entitled to refuse to honour a claim on the basis that the insured was guilty of non-disclosure or misrepresentation when taking out the policy.

Under the new Act, the insured will have to provide proper details 'in a clear and accessible manner' of the risk the insurer is being asked to accept when applying for cover.

Rob Ripley, Dispute Resolution Partner at Bridge McFarland Solicitors, said the Act expects key figures within the insured business to disclose information which should reasonably have been revealed by a reasonable search.

He added that the insurer's ability to avoid a policy entirely for material non-disclosure or misrepresentation will only apply where the infringement was deliberate or reckless.

'Proportionate' remedies will apply, for example reducing the sum covered on a pro-rata basis where the insurer would have charged a higher premium.



Failure to comply with conditions of a policy – but without increasing the risk of loss of the kind incurred – will not invalidate the policy. For example, failure to maintain a security alarm will not invalidate a claim for flood damage.

Rob said: "Hopefully, the terms of the new Act will avoid the uncertainty and injustice of insurers disclaiming liability on the basis of apparently irrelevant breaches – and that will benefit every insured business.

"The introduction of proportionate remedies should mean courts will be more willing to find breach by the insured given that, in most cases, the consequence will not be complete loss of cover."

For further information contact Bridge McFarland Solicitor's commercial team on **01482 320620**.



SPS Group Managing Director, John Beharrell, receives a Patron's Plaque from Chamber Membership & Business Manager Bruce Massie. SPS have been Chamber Patrons since 1999 but it was felt a plaque showing the Chamber's relatively new logo was required for their reception area.



Bruce Massie presents a plaque to Caroline Nash, MD of Strategic Contracts for both Brammer and Buck & Hickman. The presentation took place at the Open Day of the company's new Hull Branch, in Witty Street on 14th April.



## Humber Links to Denmark Strengthened After Danish Delegates Touch Down at Humberside Airport

A new route created to strengthen links between the Humber region and Denmark was launched on Friday, April 15th after the first flight, carrying 25 Danish VIP guests, landed at Humberside Airport.

The route, which will see twice-weekly scheduled flights to Aalborg and Billund, has been announced after talks between Humberside Airport, British Airways' franchise partner SUN-AIR, Siemens, Green Port Hull and Hull and Humber Chamber of Commerce.

As the burgeoning renewables industry continues to grow in the Humber region, with Siemens set to start operating in Hull in 2017 and DONG Energy already a well-established business on the South Bank, the new route is expected to create stronger ties to a country which has a dominant renewables industry.

On top of this boost for the local economy, the flights are also designed to provide families with new opportunities to explore new regions, with Billund Airport situated close to the original Legoland, and Aalborg perfect for city breaks.

The VIP guests flying in from Billund were greeted by Deborah Zost, Humberside Airport's Managing Director, and Pauline Wade, Director of International Trade at Hull and Humber Chamber of Commerce.

The guests visited key points of interest in the Humber region, as well as being hosted for lunch at the Guildhall with Hull's Lord Mayor, Anita Harrison.

Deborah Zost said: "We were delighted to welcome the VIP guests from Denmark into Humberside Airport after months of discussion to

create better air connectivity with major players in the renewables industry.

"Humberside Airport continues to work collaboratively with major businesses and organisations to provide further destinations which offer a choice to our customers and also create links with areas which will benefit the local economy.

"After the first scheduled flight on Sunday 17th April, we anticipate the popularity of this new British Airways service will result in an increase in the number of flights each week to and from Humberside Airport."

Pauline Wade said: "It was very good to see the inaugural flight arrive at Humberside Airport and to welcome the delegation from Denmark. The Chamber has been working with Humberside Airport and SUN-AIR since November 2015 to facilitate the twice-weekly service between Denmark and the regional airport of Humberside, and inspired Siemens and SUN-AIR to come together to make the vision a reality.

"Better air connectivity with Europe and the rest of the world is essential if we are to attract further inward investment to Green Port Hull and the wider Humber region.

"Siemens is a key investor in Green Port Hull and this new service will cut commuting time between the company's Danish operations and the new blade factory in Hull."

The team behind the Green Port Growth Programme, which has been created to establish East Yorkshire as a world-class centre for renewable energy, were involved in the initial discussions with SUN-AIR. They were responsible for bringing representatives from the airline over to the UK to meet with Humberside Airport to explore the opportunity of establishing a service.

Tim Rix, Chairman of the Green Port Growth Programme, said: "Inward investment plays a key part in the development of Green Port Hull. We are constantly building relationships and forging links in Denmark.

"In November, in conjunction with Hull & Humber Chamber of Commerce, we hosted a trade mission for Danish delegates, so they could learn more about Green Port Hull. It was through this mission that SUN-AIR met Humberside Airport and Siemens, and we are delighted their investment decision has come to fruition."

Flights are bookable via BritishAirways.com, Humberside Airport Travel Shop and local travel agents – with flight times averaging 90 minutes on a Dornier 328 jet every Friday and Sunday in both directions.



## Toyota Chooses AA Global for Convention Role

Chamber International Trade Department partner AA Global Language Services Limited has been appointed by world leading motor manufacturer Toyota to work at a major European convention.

The appointment will see AA Global build on its long and successful relationship with Toyota, and it will signal a first for the Hull team who are to manage the project.

AA Global was launched in Worcester nearly 30 years ago and expanded to Hull four years ago, with Chief Executive Kirk Akdemir building a northern office team of 14. The relationship with Toyota dates back more than 12 years and has always been managed by the Worcester office, but for the first time this year the Hull staff will lead on the convention.

The event will bring together representatives from Toyota plants in Russia, Poland, France, the Czech Republic, Turkey, England and Portugal to the company's UK manufacturing centre at Burnaston, near Derby.

They will be joined by senior management from Japan for the annual session, which takes place in September and is aimed at reviewing Toyota's achievements in Europe during the last 12 months.

Kirk said: "Last year the convention took place in Turkey and the quality of AA Global's translation and interpreting services there led to us being appointed again. This is a great privilege for AA Global to see a world leader such as Toyota showing so much confidence in our business.

"The appointment has been confirmed much earlier than it was last year and we are already heavily involved in the preparations. We are managing the project from our Hull office for the first time, which shows the progress made by our team here.

"On the other side of our business we are a leading provider of interpreting and translation services to the public sector and particularly around health services and this appointment underlines our capabilities in the private sector."



The first flight into Humberside Airport carried 25 Danish VIP guests. SUN-AIR flight crew are pictured with Niels Sundberg, owner and CEO of British Airways' franchise partner Sun-Air (third from left); Deborah Zost, Humberside Airport Managing Director (middle); Michael Hannibal, CEO of Siemens Wind Power (third from right) and Pauline Wade, Director of International Trade at Hull and Humber Chamber of Commerce (right).





L-R - Philip Ashworth of Andrew Jackson Solicitors, Chris Watson of John Brash, Susie Cambridge of John Brash, Christian Brash of John Brash and Rory Wade of Sentio Partners

## Yorkshire Advisers Lead on Sale of J Brash & Co Limited To Marley Eternit

Marley Eternit, the UK's leading manufacturer of roofing systems, has announced its acquisition of John Brash & Co, the largest timber roofing batten provider in the UK. The deal, worth £13m, will see the creation of an unparalleled roofing solutions player in the UK.

The shareholders of John Brash were advised by Rory Wade, Dave Irwin and John O'Gara of Sentio Partners with legal advice being delivered by Philip Ashworth, Matthew Smith and Grace Howell of Andrew Jackson Solicitors and tax advice by Andrew Mould of RSM in Hull.

In addition to roofing battens, John Brash also manufactures cedar roof shingles, non-slip timber decking and timber scaffold boards. The entire John Brash business will become part of Marley Eternit, with the highly regarded brands, including the market-leading JB Red batten, being retained by the Company.

The combined £200m business brings together two complementary companies, both of which are respected and influential players in the UK construction market.

Christian Brash, Chairman of John Brash & Co, commented: "Whilst we are sad to see the end of 110 years of ownership by the Brash family, we believe that the business has been left in a fantastic position as the UK's market leader in roofing battens.

"The acquisition by Marley should only help strengthen this through the synergies between the two businesses and the combined strengths of both brands in the market".

## North Lincolnshire based Business gets a Boost from Theo Paphitis

A North Lincolnshire based firm has received a boost from Retail Entrepreneur Theo Paphitis.

On 17th April Laura Lee, Media Manager at HiViz Safety tweeted Theo during 'Small Business Sunday' and was one of the lucky few to gain a retweet by Theo to his 500,000 Twitter followers. The weekly initiative, set up by Theo in 2010, now has 1700 #SBS winners and supports small businesses in the UK.

Business and retail entrepreneur and self-confessed Shopkeeper Theo Paphitis retweeted HiViz Safety's message and as a result the Health & Safety business gained many more followers on their social media platforms. This also meant a flurry of sign-ups to their Health, Safety and Employment Law online system. HiViz Safety are also profiled on Theo's #SBS website [www.theopaphitissbs.com](http://www.theopaphitissbs.com) that is exclusive to all Small Business Sunday winners.

Cliff Dick, Managing Director of HiViz Safety said, "It is great to have support from Theo and fantastic that he has recognised our hard work. He has certainly helped spread the word about the online and on foot services HiViz Safety has to offer."

Small business champion Theo, said: "We are thrilled to welcome new #SBS members every week and highlight just how important it is to support our small businesses here in the UK. My vision is that everyone who has ever won a #SBS re-tweet from me becomes part of a friendly club; like-minded individuals who can share successes and learnings. The website and new #SBSShop will also give a valuable profile to the winners chosen and I wish HiViz Safety every success."

# New GM for The Humber Royal Hotel, Grimsby

The Humber Royal Hotel in Grimsby has a new General Manager.

Barry Flint, a local of Grimsby, has worked in the hospitality industry for over 20 years. Barry joins The Humber Royal after nearly three years at the Oaklands Hall Hotel also in Grimsby. With previous experience in Hertfordshire, Manchester and Cambridge. He spent seven years as the manager at the Grimsby Masonic Club (The Pelham Suite) which many people may know him from. The aim is to bring as many people as possible through the door to enjoy everything that the hotel has to offer.

I am looking forward to putting together a new team to push the restaurant and the reputation of the hotel. Some of the team will be joining from the Oaklands and bring with them a wealth of experience and knowledge. The Brassiere already has a great name in the area and a fantastic environment overlooking the golf course. The hotel has been fully refurbished and needs more people locally and nationally to know who we are and what we stand for. With the launch of a new website will be offering show rounds to explain the changes and what we have to offer.



# New Team Member!

A local girl from Hessle, Sani Lama, joined ACA+I in January 2016 as Design and Landscape Associate, after graduating with a BA Dual Honours in Architecture and Landscape Architecture from the University of Sheffield.

With an investigative approach, Sani is

developing healthcare understanding to create welcoming, calming and sensory internal and external environments. She works closely with the design team to achieve all-rounded design using tactile and elegant components.

An interesting specialism of Sani's, is her knowledge and understanding of plant selection in terms of function, aesthetics and environmental requirements of our projects. She is also highly proficient in Adobe Software and AutoCad. Contributing to ACA+I's approach based on research, Sani has recently taken responsibility for ACA+I's social media campaigns as a way of sharing knowledge on latest innovations.

Sani is at her best when she has a cup of tea! In her spare time she enjoys travelling, sketching, reading and walking. She has



recently bought an electric piano, and is teaching herself to play.

# New Members

## **A1 Remapping/DPF Doctor**

Willerby  
01482 772414  
*Auto Remapping and DPF Solutions*

## **ACS Developments Hull Ltd**

Hull  
01482 291519  
*Construction*

## **Ashley Phillips Ltd**

Hull  
01964 501305  
*Financial Advisers/Pension Specialists*

## **Avocet Trust**

Hull  
01482 329226  
*Charity for Adults with Learning Disabilities*

## **B&L Training Limited**

Paull  
07718 600051  
*Training & Fire Safety Risk Assessments*

## **Business Support York & North Yorkshire Ltd**

York  
01904 699590  
*Business Development & Support*

## **Dezaro Ltd**

Hull  
01482 225300  
*Shipping and Forwarding*

## **DKJ Support Services Ltd**

Hessle  
07846 084631  
*Management Support, Tender Writing, Funding Applications, Research, Policy Support*

## **Driver Hire Grimsby & Scunthorpe**

Grimsby  
01472 357171  
*Temporary Employment Agency*

## **East Riding Leisure Bridlington**

Bridlington  
01262 606715  
*Leisure*

## **East Riding Leisure Beverley**

Beverley  
01482 395230  
*Leisure*

## **East Riding Leisure Driffield**

Driffield  
01377 257480  
*Leisure*

## **East Riding Leisure Francis Scaife**

Pocklington  
01759 305052  
*Leisure*

## **East Riding Leisure Haltemprice**

Anlaby, Hull  
01482 652501  
*Leisure*

## **East Riding Leisure Hornsea**

Hornsea  
01964 533366  
*Leisure*

## **East Riding Leisure South Cave**

South Cave  
01430 422132  
*Leisure*

## **East Riding Leisure South Holderness**

Preston  
01482 897609  
*Leisure*

## **East Riding Leisure Withernsea**

Withernsea  
01964 614000  
*Leisure*

## **East Riding Yorkshire Council Leisure Services**

Beverley  
01482 395141  
*Leisure*

## **East Yorkshire Security Limited**

Withernwick  
07983 337338  
*Security Equipment Installation*

## **Foster Environmental Ltd**

Scunthorpe  
01724 270717  
*Air Conditioning, Refrigeration, Ventilation*

## **G C Reports Ltd**

Scunthorpe  
01724 231175  
*Building/Energy Consultancy (Domestic & Commercial)*

## **Hertz Car Rental Hull**

Hull  
01482 240094  
*Car & Van Rental*

## **Hull What's On**

Hull  
07763 649697  
*Online Events Guide for Hull & East Yorkshire*

## **I M Energy**

Hessle  
0330 660 1396  
*Energy Broker*

## **ICT Logistics Ltd**

Goole  
01405 760005  
*Logistics & Transport Services*

## **IHH UK Ltd**

Hull  
01482 844944  
*Specialist Freight Forwarder - Out of Gauge Cargo*

## **Infiniti Test & Inspection Ltd**

Cottingham  
07947 729486  
*Fire Extinguisher Maintenance & Supply*

## **Inspire Communities**

Hull  
01482 219595  
*Charity/Community Work*

## **KRG Mechanical and Electrical Services Ltd**

Hessle  
01482 804280  
*Mechanical and Electrical Services*

## **KRL Group**

HULL  
01482 657007  
*Sales/Service of Office Equipment*

## **Larch Housing Association**

Wickford  
07565 509209  
*Housing Association*

## **Ma1n Tech Industrial Solutions Ltd**

Broughton  
07711 880013  
*Supplier and Applicator of Anti Corrosion Coatings*

## **Modal Training**

Immingham  
01469 445667  
*Training Provider*

## **Multi-Modal Consultants Ltd**

Goole  
01405 760001  
*Logistics Solutions & Consultancy*

## **North Point Shopping Centre**

Hull  
01482 825956  
*Shopping Centre*

## **Nouveau Decor by Ian Stokes**

Epworth  
01427 873372  
*Painting & Decorating*

## **ProcureMe Ltd**

GOXHILL  
07500 736830  
*Procurement Consultant*

## **RBC Group**

Glossop  
07775 802246  
*Cyber Security Consultancy*

## **Samba Catering**

Hull  
01482 620356  
*Catering & Pre-Packed Sandwiches*

## **Shield Security Services (Yorkshire) Ltd**

Hull  
01482 300833  
*Security Services*

## **SJG Digital**

Market Rasen  
01673 898001  
*Network Security Specialists*

## **Smile Data Security Limited**

Gainsborough  
01427 857240  
*Data Protection and IT Services*

## **SureStaffing UK Ltd**

HULL  
01482 629797  
*Recruitment Agency*

## **Timesavers Digital Solutions**

Hull  
01482 464957  
*Digital Marketing*

## **Troops 2 Trades CIC**

Lincoln  
01526 322507  
*Community Interest Company Charitable Organisation*

## **True Budget Accom**

North Cave  
01482 679101  
*Hotel Booking Agent*

## **Work Wise Women Ltd**

Cleethorpes  
07946 600711  
*Women in Business Networking Group*

# Record Numbers at Chamber Networking Event

The Chamber held one of its core events at the end of April – Members’ Network Lunch and Speed Networking.

Taking place at the superb location of the Cave Castle Hotel & Country Club, an excellent turnout of 130 Members, in total, enjoyed a buzzing and fruitful event. With 75 people at the Lunch and a record 90 on the Speed Networking, each person met numerous business contacts, with those doing both events meeting around 40 fellow Members.

Cave Castle Hotel & Country Club is a beautiful venue which is perfect for these occasions, not least due to the layout of the suites.

These are friendly and informal events, which provide a great opportunity to meet many business people face-to-face. In an era of increasing IT generated communication, this is a great benefit to Members.

Sponsors of the occasion were Hull John Roe Toyota, who pride themselves on offering the highest quality. Whether you’re looking for a new or used car, or you’d like to use their professional, competitively priced after-care services, Hull John Roe Toyota can meet your motoring needs. The Chamber is grateful for their support in providing these events.

Mark Pearson-Kendall of Andrew Jackson was



presented with a plaque to mark the company becoming Patrons of the Chamber. Andrew Jackson solicitors in Hull, York and Grimsby deliver an excellent professional, personal service to businesses and individuals across Yorkshire and Lincolnshire, throughout the UK and across the globe.

Chamber Patronage brings very positive PR, in that your company are viewed as supporting the not-for-profit Chamber in our aim of helping our Members to develop their businesses. This is in addition to numerous Marketing benefits.

For further information about Chamber events, including Sponsorship opportunities, please contact Bruce Massie on **01482 324976** or at **b.massie@hull-humber-chamber.co.uk** for North Bank events, or Anne Tate on **01472 342981** or at **a.tate@hull-humber-chamber.co.uk** for South Bank events.



# Healing Manor Lunch

Members Gail Spavin Wealth Management were Sponsors at the Chamber’s March networking event.

Gail is not only Principal of her own company but a Senior Partner Practice of St James’s Place Wealth Management, winners of The Personal Finance Awards – Best Financial Adviser for the past five years. Gail talked to Members about the importance of keeping a regular check on investments, planning for the future and noted just how important it was to have the best possible financial advice to ensure a happy retirement.



President Owen Finn & Bob Stones from Together

The lunch was hosted by President Owen Finn who, as well as introducing Gail also presented a Patron’s Plaque to new Patrons Together and



President Owen Finn & Gail Spavin (Sponsor)

delegate Bob Stones. The speed networking and lunch were both held at Healing Manor Hotel, new Members of the Chamber.



*Accessible, flexible, comfortable,  
professional corporate events venue*



**Contact Hazel:**

01724 897270  
hazel@hirstpriory.co.uk  
www.hirstpriory.co.uk

*Follow us*  
f t in i p

Humber Royal Hotel, Grimsby

**The Humber Royal Hotel is a contemporary hotel that sits just on the outskirts of Grimsby**

With easy links to the motorway, train station and Humberside Airport it makes a central hub when travelling into Grimsby or neighbouring towns.

The restaurant menu is filled with a great selection of local and seasonal dishes to suit all tastes. Our menu has plenty of fresh fish options with it being on our door step.

The bedrooms have great views over the golf course next door. All those that are bit more active, with some notice we may be able to get a round booked for you.

Don't miss out on great service in a relaxed and contemporary hotel.

**+44 (0) 1472 240024**  
[www.thehumberroyalhotel.co.uk](http://www.thehumberroyalhotel.co.uk)



Name: Richard Barwell

Company: Heslam Park

Job Title: Chairman

I am a Highways Engineer by profession and worked for a local civil engineering company for 15 years. I have been in business for more than 20 years in the roads and construction industry, as well as building development, business finance and mentoring.

**What was your first job and what was the pay packet?**

Technical clerk, £2.50 per week for a 50 hour week.

**What do you always carry with you to work?**

A sense of humour!

**What is the biggest challenge facing your business?**

Changing social needs and activities.

**If you were Prime Minister, what one thing would you change to help business?**

Stop being a 'nanny state'

**What can you see from your office window?**

Scunthorpe Town cricket and rugby pitch.

**If you could do another job what would it be?**

Artist.

**As a business person, what are your main qualities?**

Drive and pragmatism.

**What was your biggest mistake in business?**

Misplaced trust in people.

**What advice would you give to aspiring entrepreneurs?**

Have a passion for what you do.

**Whom do you admire most in business?**

John McMonigall.



## Chamber Events Diary 2016

### Members' Speed Networking and Lunch

Friday 15 July 2016  
Oaklands Hall Hotel, Laceby, near Grimsby

### St Leger Ladies Day with The Chamber

Thursday 15 September 2016  
Doncaster Racecourse

### Members' Speed Networking and Lunch

Friday 30 September 2016  
Lazaat Hotel, Cottingham

### Chamber Bridlington & Yorkshire Coast Business Awards

Friday 14 October 2016  
The Spa, Bridlington

### Members' Speed Networking and Lunch

Friday 21 October 2016  
Forest Pines Hotel, Broughton, near Brigg

### Members' Speed Networking and Lunch

Friday 25 November 2016  
Beverley Racecourse

Take advantage of your Chamber Membership by attending the wide range of events we organise to help you to meet potential clients and develop valuable business relationships. Please note that dates are subject to change. An up-to-date events diary is available on our website [www.hull-humber-chamber.co.uk](http://www.hull-humber-chamber.co.uk)

**Cyber Security - The Focus of The Next Edition of Business Intelligence**



# KCOM

**74% of small businesses  
were victims of a cyber  
attack in 2015.**

## **KCOM, securing your network without slowing you down.**

We've got you covered, our cyber-security products will help secure your network from a host of threats, at speed and without the worry of updating it yourself:

- Full Cyber Security up to 500Mbps
- Protection from DDoS Attack, Malware, Spyware, Phishing and Rogue Software
- Automatic Software Updates
- Regular Threat Detection Emails

### **There's more to cyber-security than you might think.**

And with the rate of breaches growing faster in small and medium businesses than large businesses, now's the time to review your cyber-security, no matter how small your business.

**Call KCOM today on **01482 337733** and make  
sure your business has the security it needs.**



[heybusiness.kcom.com/security](http://heybusiness.kcom.com/security)