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Official Magazine of Bedfordshire Chamber of Commerce

Winter 2020/21

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Devi Kolli, CEO and co-founder of AI Solve

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## BUSINESS focus

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# Welcome

The announcement by the Prime Minister of a second national lockdown and a raft of new restrictions came as a body blow to businesses still reeling from the challenges that 2020 has presented.

I think we can all agree that no amount of financial support can compensate for an open, fully functioning economy. The UK needs a clear strategy that allows us to avoid economic paralysis and to manage the impact of the virus on our communities over the longer term.

Companies throughout the region have worked incredibly hard to implement Government guidance and create a COVID-19 secure environment for their employees, visitors, and customers. The need for additional restrictions cannot be blamed on a lack of care by dedicated employees in business. Instead, it demonstrates the failures of short-term decision making and of Test and Trace systems, which must be urgently improved and expanded.

In October we wrote to the Prime Minister outlining five business tests that must be met to limit the impact of new restrictions on business and jobs and take a long-term approach to tackling the virus.

1. Are the restrictions evidence-based and targeted effectively?
2. Are the restrictions clear and do businesses have time to prepare?
3. Is support for business commensurate with the impact on them?
4. Will the time that the restrictions are in place be used to significantly improve the Test, Trace and Isolate system?
5. Is there a clear process for increasing and decreasing restrictions?

Over the critical weeks ahead, these tests must be met – to avoid further damage to business and consumer confidence.

It is hard to predict what 2021 will look like. At the moment the only certainty appears to be further uncertainty and we are faced with the very real prospect of having to live with the virus for longer than many people anticipated.

With further challenges to overcome and the end of the EU transition period on the horizon, businesses will need to remain resilient, agile, and somehow summon the energy to go again. As a Chamber member we will be here to help you navigate through these uncertain times and to support you every step of the way.

#strongertogether

**Justin Richardson**

Chief Executive



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Working together, achieving more.

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Jeremy Brockis

Outgoing Chairman of Bedfordshire  
Chamber of Commerce

"I am pleased to say that the Chamber has made many advances during my term in office, for almost all of which I take no responsibility whatsoever."

## The Chairman's View

This is my last contribution to the Chamber's Business Focus magazine. After just over 10 years as a director of the Chamber, and despite having previously re-written our Articles of Association under the guise of updated governance in order to extend my term(!), the time has finally come when I must retire as a director (and therefore chairman) of the Chamber.

I am pleased to say that the Chamber has made many advances during my term in office, for almost all of which I take no responsibility whatsoever. I leave the Chamber on a much more robust financial footing than when I first joined (periodically sending Justin onto the roof to fix the holes was never going to be a long-term strategy, particularly for Justin or the roof), and we have a great team of enthusiastic and knowledgeable staff working together with the Board to further the interests of business in Bedfordshire. Our Chamber may be one of the smaller members of the British Chambers of Commerce, but we significantly out-perform many much larger chambers due to the efforts of the team.

Frankly, with the current uncertainty over Covid (even if the Government seemed to know what it was doing) and Brexit (where the same applies, but at least it looks like this unending torture will finally reach a conclusion one way or the other before the end of the pandemic), we all need to pull together, now more than ever, and even if only in a socially-distanced way. More working from home is here to stay, although the latest figures seem to suggest that the early productivity benefits that some saw are starting to wane, and the lack of social interaction is becoming an increasing issue for staff well-being and training. Regardless of where we work, we should never forget that Bedfordshire is a great place to do business. We have our own airport in Luton, we have a world-class knowledge hub at Cranfield, some brilliant businesses, loads of innovators, and are close to one of the world's great cities. There is going to be a long-lasting "new normal" once Covid is behind us, but Bedfordshire is very well placed to benefit from that.

The one regret that I have from my time as chairman is that I failed miserably to bring our official name into the 21st century. Unfortunately, whilst I hope we can all agree that "Bedfordshire Chamber of Commerce" sounds so much better than the rather-too-descriptive "Bedfordshire and Luton Chamber of Commerce Business and Industry Limited", unfortunately the costs of the change were simply not justifiable, certainly in the current environment. Hopefully someone else can succeed where I have failed at some time in the not too distant future.

I wish my successor Richard Cooper and the rest of the team all the very best, not that they'll need it.



## A welcome from the New Chairman

By way of an introduction to those of you who don't know me, I have lived in Bedfordshire for around forty years and worked with Pearce Duff (Spillers/Homepride Foods) and the BTR Sealing Systems Group before creating ASA Business Consultancy to support SME's with growth and improving business performance. During this time, I have advised and directed many businesses across different sectors and delivered a number of Government business support programs including Velocity, Growth Accelerator Program and the Manufacturing Advisory Service etc. I am also a co-founder and Director of the British School of Aviation at Luton Airport and have Board positions at the Chiltern Area Special Needs School and the Shared Learning Trust.

As a member and serving director, I am delighted to be appointed as chairman of the Bedfordshire Chamber of Commerce and looking forward to supporting our team and its members in these challenging times.

The Chamber has remained open during this last twelve months continuing to provide advice and support to its members. Regular webinars providing business advice from business leaders and experts, guidance and sign posting, alongside detailed information and updates on the governments business support and grant schemes. I look forward to talking and meeting with you.

The Chamber, its team and the Board are here to support you, Bedfordshire is still open for business.

Richard Cooper

## Engineering Bursary Award 2020

Bedfordshire Chamber of Commerce were once again pleased to work together with David Sheridan of Veruth Holdings for this year's Engineering Bursary for 2020. The bursary of £15,000 is awarded to a Luton student who is going on to university to study any degree in an engineering discipline.

It was great to see that even in the middle of lockdown, with the students facing even more challenges that we received an increased number of entries.

With restrictions in place due to COVID-19, Bedfordshire Chamber of Commerce hosted the award ceremony virtually on the 9th June. The Chamber welcomed David Sheridan, students and representatives from Luton Sixth Form, The Shared Learning Trust, Barnfield College and Cardinal Newman Catholic School to the presentation.

This year's winner was Ana Rosselli from Cardinal Newman Catholic School.

Ana said: *"I am very thankful to have received this bursary. It was highly competitive, and I didn't think I would win it! But I am glad that the judges were able to see my enthusiasm and drive to pursue engineering as a career. With this support, I can propel myself through my mechanical engineering degree at the university of Bolton".*

Shelley Blackbird, head of Sixth form at Cardinal Newman commented: *"I am overjoyed that the Veruth Holdings Engineering Bursary was awarded to one of our Newman Sixth students this year, Ana. This bursary is a fantastic way of supporting young people in Engineering to help them realise their potential and achieve their life-long dreams. This bursary is well-deserved and shall be invaluable to Ana's journey to become an Engineer."*

David Sheridan of Veruth Holdings said: *"We are looking forward to joining with the Chamber in 2021 for the 12th year offering an Engineering Bursary to a student from Luton. Particularly in these challenging times with COVID-19 and other factors, encouraging Luton students to be the engineers of the future is even more important. Every year the number of entrants has increased so the judges are looking forward to being busy in the spring reading many scripts."*

KICKSTART  
SCHEME

HM Government

A GUIDE FOR  
EMPLOYERS

The UK Government launched a new £2 billion Kickstart Scheme to create thousands of jobs for young people. The scheme was announced by Rishi Sunak back in July, as part of the government's plans to protect, support and create jobs.

Tesco and Network Rail are among some of the big employers who have announced they will be signing up to the scheme. But the scheme isn't just for large organisations. Small businesses can also take on "Kickstarts". Read on to find out what the Kickstart Scheme is all about and whether it's right for your business.

## What is the Kickstart Scheme?

The Kickstart Scheme was launched by the UK Government to provide six-month work placements for 16 to 24-year-olds. It is aimed at those on Universal Credit, such as school leavers or those who have had job offers withdrawn. The idea is that young people at risk of long-term unemployment gain valuable experience and training. The Government will pay 100% of the age-relevant National Minimum Wage for 25 hours a week, plus National Insurance and pension contributions.

## Who can apply for funding?

Any organisation, big or small, can apply for funding. Organisations creating more than 30 job placements as part of the scheme can submit their own application or organisations offering fewer than 30 job placements can make a bid through an intermediary, such as a local authority, trade body or Chamber of Commerce, who will then bid for 30 or more placements as a combined bid from several businesses. This is to ensure smaller businesses who only want to hire one or two "Kickstarts" don't miss out.

## What types of job placements can you offer?

The job placements must be new jobs. They must not replace existing or planned job vacancies or impact the employment of existing staff or contractors. Job roles must meet the following requirements:

- A minimum of 25 hours per week, for 6 months
- Pay at least the National Minimum Wage for their age group
- Should not require participants to undertake any extensive training prior to taking on the role

## What are your responsibilities as an employer?

As the employer, you have a responsibility to help any Kickstarts you bring into your company to look for long-term work, for example by offering career advice and helping with CV and interview preparations. You also need to provide them with a valuable experience that will help them develop basic skills such as time management and teamwork.

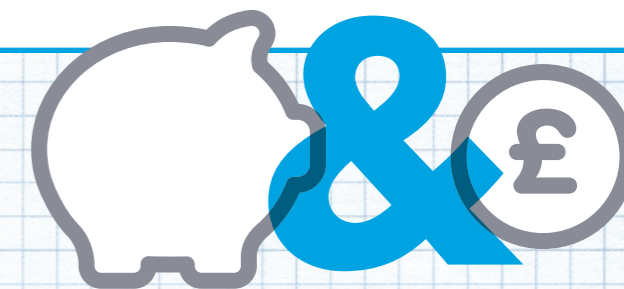
## Takeaways

The Kickstart Scheme is a great initiative to provide more young people with the skills and experience they need to find permanent employment. But employers can benefit too.

Now might be a great time for you to bring in a few extra pairs of hands to help you with your business activity. It may also offer a chance for some of your team members to develop their own skillset by taking on the development or management of the Kickstart. And of course, it's a great opportunity to support the people in your local community.

However, make sure you give it some careful consideration because it's a responsibility that shouldn't be taken lightly. You need to ensure you have the bandwidth to be able to offer a valuable experience. But if you do, it's sure to be a rewarding experience for both you and them.

**If you are interested let us know as some fellow members and the Chamber will be able to help you.**

Quarterly Economic  
Survey Report

Bedfordshire Chamber of Commerce Quarterly Economic Survey (QES) forms part of the British Chamber of Commerce's national survey and is the principal business survey in the UK. Its results are closely watched by both the Bank of England's Monetary Policy Committee and the Treasury. The data reveals a timely and accurate snapshot for the economic climate for businesses in Bedfordshire and beyond.

Our latest results have been published and the outcome for Q3 2020 saw improvements across the board from the previous quarter but remain well below historic levels.

- Business confidence remains fragile in the face of further uncertainty.
- 30% of businesses were operating at full capacity during the period.
- Just under half of the respondents reported that their cashflow had been impacted in Q3 2020 and only 15% saw an improvement.

## The Bottom Line

To see the report in full please visit [www.chamber-business.com](http://www.chamber-business.com)

## It's time to be direct...

Responding to the findings, Dr. Adam Marshall, Director General of the British Chambers of Commerce, said:

*"Our findings clearly demonstrate that business conditions remain fragile in the face of uncertainty, with the prospect of a difficult winter to come."*

*It's time to be direct.*

*The economy will need more support, over and above the Chancellor's welcome recent efforts. Ministers must stand ready to provide that support, and to strengthen measures to underpin business cash flow and jobs.*

*The disappointing Test and Trace system must be improved to ensure as many businesses as possible can function through the winter period and beyond.*

*A Brexit deal must be reached to avoid more disruption.*

*And above all, businesses need confidence and calm, clear communication to successfully navigate a tricky period."*



Dr. Adam Marshall, Director General of the British Chambers of Commerce

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# Member News

## Dunster House Ltd. wins a new Long-Term Agreement to supply humanitarian products to Unicef

Dunster House will be an Official Supplier of Unicef for the next two years, after winning the NGO's Long-Term Agreement for the supply of Latrines. This agreement, which is extendable to four years, is the second consecutive tender that the humanitarian department of the Bedford-based company wins, after becoming an official supplier for Unicef for this range of products in 2017, only couple of years after the company's humanitarian department was created. For almost five years, Dunster House has also been distributing their Superstructures and Raised Latrines to Oxfam.

The England-based company, has used its knowledge and expertise as timber garden products manufacturer, to develop a range of emergency sanitation solutions in order to help providing disaster relief in situations of humanitarian crisis. With this agreement, Dunster House will continue to supply their Latrine Superstructures and their Raised Latrine Kits, which are designed for locations with high-water table and include two Latrine Superstructures, 2000L waste tank, stairs and handrails for extra safety.

Over the past years, the company has been working hard to develop humanitarian products that can make a change and provide Disaster Relief, being also an official distributor of Squatting Plates for Oxfam. These Dunster Latrines Slabs, are the lightest in the market and currently present in countries across the globe. Dunster House, works continuously to provide help and consultancy in a number of humanitarian projects and develop other products in partnership with other NGOs and charities, helping to improve the life of those living in situations of humanitarian crisis.

Dunster House Ltd. has been established in the UK retail market since 1994, with sites in Bedford, Flixborough, Warminster, Faversham, Basingstoke and Liverpool and sister factories in three countries across Europe (Estonia, Hungary and Poland).

It is the UK's largest Garden Building Company, one of the largest UK Timber Climbing Frame Companies and produces many other successful and diverse product lines. Seven years ago, Managing Director Chris Murphy decided to open a new Humanitarian department within Dunster House HQ, dedicated solely to finding solutions to humanitarian crisis using their expertise, resources and knowledge of design and manufacturing.

Currently, Dunster House has become one of the leading manufacturers of sanitation equipment for national and international charities, being an official supplier of major NGO's as Oxfam and Unicef.

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



## Wyboston Lakes Resort wins major award at prestigious CHS Awards 2020

Wyboston Lakes Resort has reinforced its status as an industry leading venue by winning the award for Best Mid-Sized Meeting Space at the hospitality industry's CHS Awards.

The Bedfordshire-based conference, training and leisure venue was recognised in the category for venues with a capacity for between 51 and 499 delegates at the sixth CHS Awards, which took place virtually.

Louisa Watson, director of marketing at Wyboston Lakes Resort, said: "This award means so much to our team, this year more than ever. We are so delighted and enormously proud to be part of this great sector we call hospitality and events."

The 380-acre resort, which boasts two conference venues, a four-star hotel, spa and golf course, has recently launched a hybrid events solution which enables organisers to host live events through a virtual platform and with up to 30 guests in-person at the venue, as permitted by government guidelines. The resort has also been certified as a Covid-secure venue following accreditations from the AA, the Meetings Industry Association and Quality in Tourism.

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



# Member News

## Upgrade of British Armoured Vehicle Capability could add £1 billion to UK economy and create thousands of jobs



The upgrade of the British Army's Warrior armoured infantry fighting vehicles, led by Lockheed Martin UK, could contribute approximately £1 billion to the country's economy, according to a new report by KPMG. The economic contribution is due to come from activities during the production phase undertaken directly by LMUK and through its UK based supply chain too.

The report, commissioned by Lockheed Martin, looks at the potential benefits of a Warrior Capability Sustainment Programme (WCSP) production contract to the prosperity of the UK, including contributions to the economy, exports, jobs and skills.

According to the independent analysis, a production contract for Warrior upgrade for an assumed 275 vehicle upgrades between 2021 and 2029 could deliver\*:

- Approx. £1 billion Gross Value Added (GVA) to the UK economy
- A high number of jobs, with employment supported varying each year linked to the scale of activity on the contract taking place – from 100 annual Full Time Equivalent (FTE) jobs to almost 2,000 annual FTE jobs through direct and supply chain employment when activity is at its peak
- Highly skilled jobs – GVA per FTE job is more than four times the UK national average (£251,682 compared to £59,802).

The WCSP development programme is now in its final stages of trials and Lockheed Martin UK is in negotiations for a production contract with the Ministry of Defence to deliver the latest in advanced capabilities for up to 275 Warrior vehicles.

The Warrior, an essential asset for the British Army, has been deployed in every UK operation since Iraq in 1990. They were originally built in the 1980s.

The upgrade Programme, once awarded, will run from 2021 to 2029 and will be based at the company's state of the art manufacturing facility at Amptill in Bedfordshire. The production and integration work of the digitised turrets will be supported by a skilled and highly capable supply chain. Approximately 80 percent of the WCSP solution is manufactured by British companies.

One of the suppliers to the WCSP development programme is Bedfordshire-based Axis Electronics, who supply the control panels for the turret.

Paul Chaplin, Managing Director at Axis in Bedfordshire said: "Being a supplier to the WCSP development programme has been an exciting journey, we've been able to apply our expert skills and knowledge to the programme and have equally gained new knowledge and grown our skills by working alongside Lockheed Martin's expert engineers and technicians.

"Through the development phase, we have directly hired 25 employees, and I would estimate a further 50 new hires within our UK wide supply chain. A production contract for Warrior will enable us to create and retain a higher number of highly skilled jobs in the local area."

A Warrior upgrade contract will bring huge economic benefits to the country. Not only will this benefit the East of England where the main production of the turrets will be based, but there will be economic impacts felt across many other regions too.

Lee Fellows, Vice President and Managing Director at Lockheed Martin Amptill said: "Since acquiring the Amptill site, Lockheed Martin has invested significantly into the facility and our number of employees has grown too.

"We've created an advanced, state-of-the-art manufacturing facility with a modern and high-tech production line. Our vast 20,000m2 centre of excellence is the only one of its kind for turret manufacturing in the UK.

"Our exponential growth over the years has promoted an investment of around £23 million into the Amptill site – we've not only invested in the facility, but we've invested in our people too.

"The economic impacts of the Warrior Capability Sustainment Programme have been significant to the UK economy and a production contract will bring greater prosperity impacts to the UK."

In addition, Lockheed Martin estimates the medium calibre turret market could be worth an estimated £16 billion over the next 10 years. The Lockheed Martin turret manufacturing capability will enable access for the UK into this export market.

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



## BSA expands training portfolio with latest CAA approval

London Luton Airport based training specialist, the British School of Aviation (BSA), has secured approval from the UK Civil Aviation Authority (CAA) to deliver face to face and online synchronous engineer type rating training for the Boeing 737 Classic, NG and MAX aircraft.

Delivered by Boeing trained instructors from its re-fitted facility at London Luton Airport, formerly occupied by Monarch Airlines Engineering, BSA will provide delegates with the necessary theoretical training, group learning and revision sessions and examinations. The final practical element will be delivered on the relevant aircraft type, in accordance with COVID-19 health and safety protocols.

In response to the restrictions on global travel, BSA had already pivoted its training proposition to an online model, which launched in July with a Boeing 787 synchronous type rating course for B1/B2 qualified engineers.

Commenting on its latest approval from the UK CAA, Shonu Bamrah, Chief Executive Officer of BSA, said that the training company was already investing in new training methodologies prior to the coronavirus outbreak, in order to reduce costs for the aviation industry:

"Even before COVID-19, BSA was in advanced discussions with a number of international customers regarding the merits of online and virtual reality based training, in response to the economic challenges faced by the industry. This process has been accelerated by the impact of the pandemic, so BSA's successful introduction of a synchronous online platform marks an important step forward in the development of innovative new approaches to delivering cost-efficient mandated training."

"Whilst we anticipated increased demand for distance learning solutions, face-to-face training is still required, particularly in regard to new recruits, such as apprentice engineers, which airlines and MROs will need in the years ahead. BSA is ready to support them with a cost-efficient outsourced solution."

As government restrictions are further eased, BSA expects students to return to its facility, so the business has implemented a low-density classroom configuration of up to nine students, as opposed to previous intakes of 16, in order to ensure social distancing procedures. Additional health protection measures are also in place, including visitor temperature checks, 'smart' pathways, hand sanitising stations and use of face coverings.

[britishschoolofaviation.com](http://britishschoolofaviation.com)

# Member News



## The University of Bedfordshire works with local authorities on business support initiatives to boost innovation and growth in our communities and beyond.

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[www.time2grow.org.uk](http://www.time2grow.org.uk)

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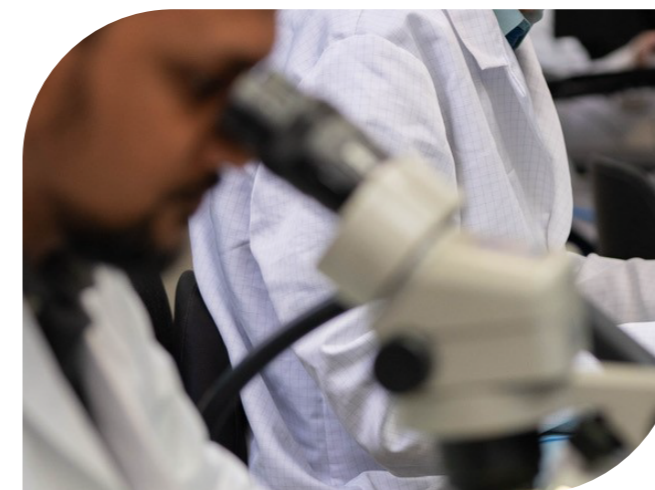
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## Investing in the next generation of engineers with UKESF

Jaltek is delighted to have joined the UKESF Scholarship Scheme for 2020/21. The Scheme provides the most dedicated Electronics undergraduates from UKESF Partner Universities with the opportunity to work with a member company, who will provide sponsorship and professional support to one or more successful scholars.

Jaltek's MD, Steve Pittom, said: "We're thrilled to be involved with UKESF, this is a great opportunity for us to connect with tomorrow's engineers and promote a career in what is an exciting, creative and highly rewarding industry. Our customers work in cutting edge, high technology environments and successful applicants will have the opportunity to experience the whole process right from conceptual design, through manufacturing and test, to final product realisation."

Steve continued: "Engineering touches every part of our lives, with the importance of technology being highlighted more now than ever before as the industry globally innovated to help during the COVID-19 pandemic and continue to do so. People have realised the importance of electronics not only in saving lives but also in helping us to work from home, stay connected with loved ones, and pay for things without cash actually changing hands, and these are just a few. This next generation of innovators will play a key role in helping to shape the technological future of the world we live in."

Commenting on Jaltek joining the scheme, CEO of UKESF, Stewart Edmondson said: "I am very pleased to welcome Jaltek as a UKESF partner. They are a really progressive company, who will provide students with valuable work experience in the Electronics design and manufacturing sector. Through our Scholarship Scheme, I'm sure that we will be able to connect them to some very capable undergraduates."

The UKESF now has 24 partner universities, from right across the UK. With these partners, they continue to attract high-quality students to the Scholarship Scheme. Last year they received over 230 applications from undergraduates, with an encouraging increase in the percentage of female students applying.

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



**Jaltek Systems**  
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## Best Business Women Awards 2020 finalists announced



Photo: Cernanthe McKenzie

In a year full of adversity and challenge an amazing line up of finalists for The Best Business Women Awards have been announced for 2020. This is cause for celebration as most businesses have faced their most turbulent year yet.

The finalists selected this year demonstrate how many talented and dedicated female entrepreneurs we have in UK. Many of whom juggle their business around the needs of their families. The Best Business Women Awards are designed to recognise the achievement of those women across a wide range of industries.

Local businesswoman Kate Cherry from The Athena Network Bedfordshire & St Albans has been shortlisted as a finalist in the Customer Service category. Athena provides business networking for female business owners and executives, and throughout the pandemic have been working hard to support businesses virtually, providing invaluable training, support & collaboration. It is more important than ever to stay visible and connected during this time where local businesses are suffering and having to pivot or reinvent themselves and make sure they are seen.

Debbie Gilbert, organiser of The Best Business Women Awards said 'This is the 6th year of these prestigious awards. Given the situation with Covid 19 we were delighted with the number of entries. This showed us how determined our entrants were! The entries came in from across the UK and was judged by a panel of business experts. To be a finalist is a major achievement. The businesswomen selected have been chosen for their business acumen, determination, creativity and tenacity. All our finalists are shining examples of being successful entrepreneurs who have proved their success to our judges.'

Kate says "I'm so proud of this achievement, I was a finalist last year and wasn't going to apply again this year, because you know, Covid, but I wouldn't be walking the talk if I didn't also put myself out there and I'm so thankful to my fabulous members who have spoken of how they have valued the support they get in our network".

Plans for the Gala final, usually held in October, have been changed to April 2021. If an in person event cannot be safely delivered the event will be held online when the winners will be announced.

[www.bestbusinesswomenawards.com](http://www.bestbusinesswomenawards.com)  
[theathenanetwork.com/katecherry](http://theathenanetwork.com/katecherry)

# Member News

## Crystal Boston appointed as Director of Foxley Kingham

Luton based Chartered Accountants Foxley Kingham has appointed Crystal Boston as a Director. Crystal joined the team at Foxley Kingham in 2008 and has been promoted from her role as Senior Manager to join the Board of Directors.

Crystal's portfolio covers a wide variety of industries and her expertise in property and construction accounts as well as company start-ups has helped to build the firm's strengths in these areas. In her new role, she will now lead these relationships as well as expanding her expertise to work with new clients. Her appointment marks further growth for Foxley Kingham.

In addition to being an integral part of Foxley Kingham's annual apprenticeship recruitment programme to seek out local talent, Crystal will also champion the further adoption of innovation, automation and technology within the firm. This will continue to enhance the firm's ability to proactively support their clients with future planning and advisory services in addition to the current service offering.

Commenting on her appointment, Crystal said: "I'm delighted to have been offered this opportunity. Working as a senior manager at Foxley Kingham for the last 12 years, I've been able to help grow the business through the development of the client portfolio and my role in the recruitment of new talent. Moving on to this next chapter I hope to further support the development of Foxley Kingham through the refinement of the client journey and continue to provide support to our clients and new recruits."



Paul Bithrey, Director, added: "We're very excited to welcome Crystal to the Board of Directors. Throughout her time with the firm, Crystal has worked hard to support business growth, always bringing new and innovative ways to help us and our clients reach their full potential."

Having celebrated its 50th anniversary back in 2018, Foxley Kingham has grown to support clients across a range of financial matters and now offers specialisms across a number of sectors including; charities and not-for-profit organisations, GP practices, other professional practices, property and construction, and manufacturing and engineering.

Crystal joins existing Directors Paul Bithrey, Stephen Mason, Darren Fletcher, Tara Aldwin and Zeeshan Hussain, with the support of Associate Director, Steve Sansom in leading the firm.

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

## Nettonic offers support to new businesses

The COVID-19 pandemic has completely changed our lives. What some took for granted in the form of a stable work environment has been snatched away with little or no prospect of return.

At Nettonic we like to think positive seeing COVID not as the slayer of all things good but as a potential catalyst that creates new opportunities.

**THIS IS THE TIME TO CHANGE DIRECTION AND TAKE CONTROL OF YOUR DESTINY.**

In today's online 24/7 world it is essential for every new business to have a shop window to show case their services or products. Having a website is therefore a must for all new start-ups.

As a thank you and a way of supporting our community we would like to offer financial assistance to new businesses in the form of a FREE WEBSITE worth over £1,000

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- FULLY RESPONSIVE
- EMAIL ACCOUNTS

That's not all... as part of the offer we will be glad to support you offering free of charge consultations and advise on how you can grow your business.

Please Note: if we can help we will do our best to do so but please appreciate that we do not have unlimited resources and as such our capacity to provide this support may have to be limited.

[www.nettonic.co.uk/nettonic-offers-support-to-local-businesses](http://www.nettonic.co.uk/nettonic-offers-support-to-local-businesses)  
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## Peli BioThermal Grows Commitment to Sustainability

Donation to One Tree Planted helps create wildlife habitats for rare and critically endangered animals through reforestation

Peli BioThermal, the global name in temperature controlled packaging, continues its commitment to sustainability by planting 25 trees for each person who participated in its 2020 Biopharma Cold Chain Logistics Sustainability Survey. The trees were planted at nine sites across the south west of Western Australia by One Tree Planted, a non-profit organisation focused on reforestation.

"Sustainability is at the core of our business as we work to ensure our products are recyclable and to offer reusable solutions to our customers," said David Williams, President of Peli BioThermal. "Our work with One Tree Planted shows our growing commitment to making an impact outside our walls--through philanthropic efforts."

One Tree Planted worked with individuals and organisations to plant a total of 51,241 seedlings at Lake Toolibin, a Ramsar-listed wetland, and private properties registered with the Land for Wildlife program. The trees will create a habitat for native and migratory birds and a

wildlife corridor for Chuditch and Woylies. They will also improve habitat for the critically endangered western ringtail possum and help protect Lake Toolibin, the only freshwater lake system left in the Western Australian Wheatbelt, from secondary salinity. Planting began in June and ended in August.

In partnership with its parent company, Pelican Products, Peli BioThermal is growing its focus on sustainability by linking its sustainability strategy to global efforts, particularly the United Nations Sustainable Development Goals (SDGs). The organisation has identified goals that shape the future of Peli BioThermal's sustainable development, including putting safety and fairness first, valuing communities, enhancing recyclability and reusability of products, and promoting resource efficiency.

**For more information about Peli BioThermal and the company's sustainability initiatives, visit <https://pelibiothermal.com/about-us/sustainability>.**

# Member Profiles



**Member** Profiles are provided as part of membership to the Bedfordshire Chamber of Commerce. You can learn more about becoming a member, so you too can enjoy this and a host of other benefits, simply by calling us now on 01582 522448 or by emailing [info@chamber-business.com](mailto:info@chamber-business.com)

## Concept13 Limited

**Stephen Drewett**  
0333 335 0345

[www.concept13.co.uk](http://www.concept13.co.uk) | [info@concept13.co.uk](mailto:info@concept13.co.uk)



Specialist Internet of Things consultancy and sales agency of remote sensing technology. Helping businesses gain new real-time insights to remote assets, people and spaces... so companies can make better informed decisions, lower operational costs and maximise asset use.

## Dendron Brands Ltd

**Karen Dixon**  
[www.dendronbrandsltd.co.uk](http://www.dendronbrandsltd.co.uk)



We have the expertise, creativity and connections to turn ideas into profitable products and famous brands. Whether you need high-quality manufacturing, inspired marketing, dynamic sales solutions or robust international distribution, Dendron Brands Ltd will help grow your health and beauty brand like it was our own.

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**Dave Alford**  
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We help companies grow by embedding new ideas and solutions inspired by the best practices that we've experienced working at large, successful multinationals. We offer consultancy, training and 'growth engineering' services to help you overcome challenges, improve performance and achieve strong profitable growth.

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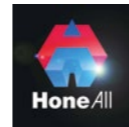
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Lindens Confidential are a local secure shredding company, we concentrate on keeping companies GDPR compliant through secure destruction of their documents and data. We cover all size of companies from the home office to general hospitals (we do the shredding for the Luton and Dunstable and Bedford Hospitals).

## Hone-All Precision Ltd.

**Andrea Rodney**  
01525 370666  
[www.hone-all.co.uk](http://www.hone-all.co.uk) | [sales@hone-all.co.uk](mailto:sales@hone-all.co.uk)



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**Joanne Trimarco (MCIPD)**  
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[jo@jt-hrconsultancy.com](mailto:jo@jt-hrconsultancy.com)



JT HRConsultancy Ltd was founded in April 2014, by Jo Trimarco (MCIPD) to provide professional HR support to small to mid-size companies. With 20 years' HR experience across many industries, I can provide services and expertise to support your business. Work is hectic getting HR support doesn't have to be.

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Whether you are a business that makes regular international payments, or an individual looking to send money abroad, we can help you manage your foreign exchange needs. Thousands of our customers have saved significant amounts using RationalFX and we pride ourselves on providing the highest standards of service.

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**Steven Owens**  
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[hello@yourrighthand.co.uk](mailto:hello@yourrighthand.co.uk)



Your Right Hand Finance Team works in a flexible, affordable way to professionalise the finance functions of SMEs. Our part-time finance teams work with business owners to provide the clarity, confidence and headspace they need to help their businesses grow and operate more effectively.

## Templers Safety and Security Ltd

**Adam Schwalm**  
01234 413019  
[www.templerssafetyandsecurity.com](http://www.templerssafetyandsecurity.com)  
[TemplersSSL@outlook.com](mailto:TemplersSSL@outlook.com)



Templers Safety and Security Ltd will collaborate with you through audits, inspections and a business assessment, consolidated with safety training to ensure your Health, Safety, Well-being and Security needs are met. We will tailor a service that meets the implications of your work, legislative compliance needs and a suitable budget.

# New Members



We would like to extend a very warm welcome to all **New Members** of the Bedfordshire Chamber of Commerce. Members who have joined in the past three months are listed below. You can learn more about becoming a member and all of the associated benefits by calling us now on 01582 522448 or by emailing your enquiry to [info@chamber-business.com](mailto:info@chamber-business.com)

## BCM Agency Ltd

### SILSOE

We are a strategic marketing communications agency, specialising in B2B. We work with clients to growth their market share. We have expertise in strategy, research, data, content, digital and lead generation. Marketing should pay for itself and our no-nonsense approach sees us work in partnership with our clients to gain quick wins whilst positioning the business for long-term brand building.

## Bernard Davies Limited

### LUTON

Importer and exporter agricultural and premium products worldwide.

## Chalkboard Creative

### BEDFORD

Video marketing, content creation & production for business.

## Concept13 Ltd

### BEDFORD

Leading Consultancy and Sales of remote sensing technology (Internet of Things) delivering real-time insights, performance and alerting so businesses can make more informed decisions on how best to utilise their assets.

## Dendron Brands Ltd

### WATFORD

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Training Courses and personal coaching.

## Hone-All Precision Limited

### LEIGHTON BUZZARD

Sub-contract machining services including deep hole boring, deep hole drilling, CNC honing and CNC turning.

## JT HRConsultancy Ltd

### DUNSTABLE

HR consultancy business supporting businesses with human resource issues and queries.

## Lindens Technical and Environmental Limited

### LUTON

Secure confidential shredding.

## Merchant Brokers

### BEDFORD

Card machine/card processing broker service.

## Morgan & French Ltd

### BIGGLESWADE

Jewellery design, manufacture and retail.

## Palmer Building Solutions Ltd

### PETERBOROUGH

We combine a methodical and comprehensive approach to electricity, both in terms of its installation and in providing the vital means to protect, secure and sustain. Our engineers can fulfil any sized project and we ensure we have an advanced knowledge of new processes and trends in the electrical industry.

## Rational FX

### LONDON

Whether you are a business that makes regular international payments, or an individual looking to send money abroad, we can help you manage your foreign exchange needs.

## SKB Legal Ltd

### LUTON

A criminal defence & business crime law firm covering motoring offences and business immigration. For all your road traffic needs and representation including regulatory offences, financial crime and furlough fraud.

## Striking Places Limited

### ST. ALBANS

Specialist commercial photography.

## Templers Safety and Security Ltd

### MARTSON MORETEYNE

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## UKP Worldwide

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## Your Right Hand

### Finance Team Limited

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