

CELEBRATING BUSINESS IN THE HIGHLANDS

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September 2022

The magazine for Inverness Chamber of Commerce



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A WEEK THAT MEANS BUSINESS



by Paula Nicol
Deputy Chief
Executive
Inverness Chamber
of Commerce

ater this month marks the return of a full Highland Business Week for the first time in three years. I and the rest of the Chamber team are looking forward to this opportunity to come together and recognise the strength, resilience and diversity of the Highland business community; and, judging by the response we've seen, many of you are too.

Running a business in the current climate brings many pressures. It always has done, of course, but, having survived Covid, it can feel particularly challenging at present with rising prices, soaring energy costs and recruitment difficulties. As a private business in our own right, we understand this. Nevertheless, as anyone in business will tell you, where there are challenges, there are also opportunities and where there are setbacks, there are rewards. Highland Business Week is a place where many positive developments are initiated and cemented. So it matters.

Time is an increasingly precious commodity these days and many of us have altered our priorities as a result of recent events. It can be difficult to make room for external business activities when we're busy with the day to day. Yet, we all recognise the old adage about working in our business rather than on our business. With a deliberately concentrated programme of events, Highland Business Week



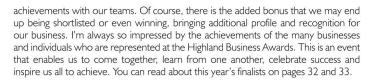
represents a perfect opportunity to step away from the desk, shop or factory floor for a short while and return with a different perspective. Being away from our usual environment can be a great way of helping us to think differently, sparking our creativity and leading to new ideas.

The Highland Spotlight exhibition, one of the anchor events of Highland Business Week, is unique in bringing a wide range of businesses together under one roof. Not only does it represent an opportunity to actually do business - whether at the event itself or in the months that follow - by meeting many new buyers and suppliers, it is a place where collaborations and partnerships are formed, where new connections are made and where existing business relationships are strengthened. It is a fantastic showcase of the many varied businesses we have in the region. I say this often because I firmly believe it is true whatever goods or services you may need to support the operation of your business, you will find them in the Highlands.

Highland Business Week is also a time when we recognise business success. We may not generally be very good in this country at blowing our own trumpets, but taking the time to enter awards such as the Highland Business Awards is a valuable exercise in itself, giving us an opportunity to step back and reflect on our







Elsewhere in the week, we have further networking opportunities as well as seminars and workshops from Inverness Chamber of Commerce members on a variety of topical business subjects, demonstrating the expertise that exists in our region and giving us the opportunity to learn and expand our knowledge. Some events are in person while others are virtual so, however you like to get together and whatever time you have, there is something in the programme for everyone.

Inverness Chamber of Commerce exists to connect, support and represent our members and the wider Highland business community. We look forward to engaging with many of you during Highland Business Week as we continue to do just that.





HIGHLAND SPOTLIGHT







PROGRAMME OF EVENTS



MONDAY 26TH SEPTEMBER

RBS Business Builder Workshop: Writing a Great 60-Second Pitch Online

12.00 noon - 1.00pm

Do you know your elevator pitch from your investment pitch? This interactive workshop hosted by Royal Bank of Scotland will give you all the tools, hints and tips to write and practise a clear, concise pitch for your business.

TUESDAY 27TH SEPTEMBER

Highland Spotlight Business
To Business Exhibition
Kingsmills Hotel, Inverness



The Highlands' only dedicated business to business exhibition showcases the wide range of products and services available in the Highlands, and gives businesses a unique opportunity to make new contacts and find new buyers and suppliers.

Highland Spotlight Business Seminars

Expand your knowledge with these three free business seminars running alongside Highland Spotlight.

Protecting Your Business

10.30am - 11.30am

Hosted by Brodies LLP, this seminar will discuss current considerations for managing risk in your supply chain; preparing for cyber incidents; establishing anti-bribery and anti-corruption processes; and protecting your data, brand and intellectual property.

Targeted TV and Digital Media for SMEs

12.00 noon - 1.00pm

Join AdSmart from Sky at this seminar to find out why it's never been easier or more affordable to promote your business using the combined power of video and highly targeted digital TV.

Unified Communications for Business Growth

2.00pm - 3.00pm

At this seminar, Fibre 1 will discuss how unified communications can improve business performance and highlight how developments such as fibre to the premises (FTTP) and 4G/5G connections are improving connectivity for businesses in the Highlands.

Highland News & Media Roundtable Lunch

12.30pm

Kingsmills Hotel, Inverness

By invitation.

RBS Women Backing Women - Investment Event

Royal Bank of Scotland, 29 Harbour Road, Inverness 5.00pm - 8.00pm

Royal Bank of Scotland, in conjunction with Mint Ventures, are hosting this event to encourage more women to learn about investing in early stage companies and to understand the wider options for raising funding for women-led businesses to grow.

WEDNESDAY 28TH SEPTEMBER

Journey Into the World of Trade

An Lòchran, Inverness Campus
10.00am – 11.30am followed by networking

Hosted by Inverness Chamber of Commerce in association with Highlands and Islands Enterprise (HIE) and Scotland Food and Drink, this workshop will highlight the steps food and drink businesses need to take on their journey from selling to domestic markets to trading globally.

RBS Business Builder Workshop: Understanding Your Customer Online

12.00 noon - 1.00pm

This workshop from Royal Bank of Scotland will explore different customer discovery techniques to help you deeply understand, identify and ultimately speak to your customers.

Branding Foundations: Building a Consistent Brand that SellsCastle Stuart Clubhouse, Castle Stuart Golf Club, Dalcross, Inverness

1.00pm – 5.00pm

Are you losing out to the competition, or seeing a drop in sales? Your brand could be to blame. In this half-day workshop, complete with hands-on

Are you losing out to the competition, or seeing a drop in sales? Your brand could be to blame... In this half-day workshop, complete with hands-on practical collaborative tasks, teclan will cover the basics of colour, visuals, typography, values, and core messaging (templates included) that you can use to build (or improve on) your own set of brand guidelines.

THURSDAY 29TH SEPTEMBER

GrowBiz Networking XChange – Connect With PurposeOnline

6.00pm – 7.30pm

Join GrowBiz and other business owners from across rural and Highland Scotland and make purposeful connections during this fun, fast paced event, where passion, celebration and collaboration are the order of the day.

FRIDAY 30TH SEPTEMBER

Highland Business Awards

Drumossie Hotel, Inverness 12.00 noon for 12.15pm -4.00pm

Keynote Speaker – Stephen Leckie, President, Scottish

Chambers of Commerce and Chairman and CEO, Crieff Hydro Family of Hotels

Join us in recognising the valuable contribution that so many businesses and individuals make to the Highland business community, as the winners of the prestigious Highland Business Awards 2022 are announced. This will also be a unique opportunity to hear from Stephen Leckie about the strength of the Scottish Chambers of Commerce network and the challenges and opportunities facing businesses in Scotland.







Members tell us what benefits they value

Audrey Carlin

CHIEF EXECUTIVE OFFICER

WASPS

in | Tell us more about Wasps?

Wasps, which stands for Workshop and Artist Spaces Provision Scotland, is a charity and social enterprise dedicated to providing affordable artist studios and creative spaces. Wasps was founded in the late 1970s and has been serving the creative communities of Scotland ever since. We are the largest organisation of its kind in the UK, providing working accommodation for over 1000 artists and creatives at twenty properties across Scotland.

in What services does Wasps offer?

Wasps restore buildings of historical interest and convert them to properties that can serve Wasps' core purpose. We offer working spaces for visual and applied artists, and also office spaces for organisations in the creative industries, social enterprise and charity sectors.

in What makes you most proud/passionate about Wasps?

A very visible example of what Wasps does best can be seen in the Crown area of Inverness, where we have recently completed the second and final phase of works to restore and preserve the former Inverness Royal Academy buildings, just up the hill from the city centre. This £6m project has returned the complex to operational use as a creative hub but has also opened the buildings up to the public for the first time, offering gallery and event spaces, meeting rooms and flexible working areas, and a stunningly restored former Assembly Hall which is where the new café, operated by Café de Paulo, is situated.

Wasps was able to achieve this by fostering strong partnerships with local businesses and individuals keen to see these important buildings returned to use while sensitively acknowledging the buildings' history and importance for the city and region.

in Can you tell us a little about your business focus for 2022?

Wasps plans to grow our creative community in Inverness during 2022 by working with local businesses to consider flexible desk space and hot desking, as a move from the bedroom into a supported business facility surrounded by like-minded people. Growing our creative community and showcasing the wealth of talent available in the building for the benefit of the wider business community in the Highlands to engage with, will be mutually beneficial. Wasps' offer of flexible, affordable space for business growth will be key to business incubation and retaining talent in the city. Elsewhere in Scotland we are growing our creative industry offer in Glasgow and Edinburgh with live developments at the former fish market, The Briggait in Glasgow, and through the development of the former Granton Railway Station in Edinburgh.

in What would you say has been most valuable to you as members of Inverness Chamber?

Inverness Chamber of Commerce has been hugely supportive to Wasps in making the local business community aware of our activities and facilities at Inverness Creative Academy. By accessing its network, Wasps is able to communicate its intentions and also its thanks, to those who may benefit from our services in the city and to those who have supported our redevelopment process.

wasps_

MEET THE MEMBER

Members tell us what benefits they value

Stuart Macpherson

DIRECTOR

EV CHARGEPOINT SCOTLAND LTD

in Tell us more about EV Chargepoint Scotland Ltd?

We are a company specialising in the supply and fitting of all kinds of Electric Vehicle charge points, from start to finish. We fit units at both commercial and domestic properties, from single points to multi-unit 3 phase installations. We also can provide vending systems for clients who want to charge customers to use the chargers by swiping a QR code and paying direct by their credit/debit card or using a RFID (Radio Frequency Identity Card) or the simple plug and play method for free use. Our team are qualified electricians and registered with NICEIC and the grant funding authorities.

in What services does EV Chargepoint Scotland Ltd offer?

We supply and fit EV Chargepoints along with

the electrical infrastructure needed to support them. We can survey your project electrically to advise on potential load availability.

in What makes you most proud/ passionate about EV Chargepoint Scotland Ltd?

We pride ourselves on customer satisfaction and always strive to provide the highest quality of service.

in Can you tell us a little about your business focus for 2022?

Our focus for the remainder of 2022 is to continue to get our name out there. We want to make sure that people in the Highlands and Islands, particularly business owners, are aware of the services that we offer.

in 5) What would you say has been most valuable to you as members of Inverness Chamber?

The friendly atmosphere and having the platform to present my business to other businesses.



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international@inverness-chamber.co.uk



industry news

THE TAXING QUESTION OF CARBON CREDITS

Carbon offsetting is a positive measure to safeguard the environment but taking up grassland and good stock hill farmland for woodland creation to offset carbon could impact our ability to be self-sustaining in food production.

This position is supported by Scottish Land & Estates in their Route #2050 Report which calls for government policies that recognise the potential of an integrated land management approach on sustainable food, sequestering carbon and improving biodiversity.

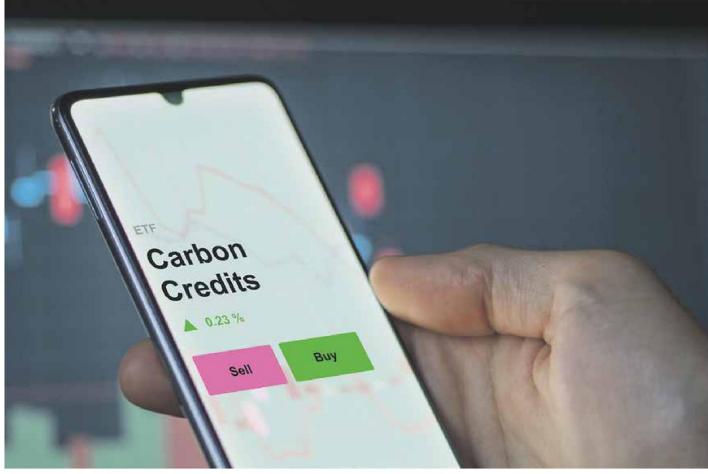
Once the decision is made to create woodland and the landowner has gone through the complex process of registering, assessing and validating the project, Pending Issuance Units (PIUs) are issued and, after verification, commuted to Woodland Carbon Units (WCUs), representing the amount of carbon sequestrated.

But with carbon credits now being traded, the question of taxation looms, and without specific guidance from HMRC, we can only apply general tax principles. There are potential income tax, corporation tax, capital gains tax and VAT liabilities that should be considered. Take advice early to ensure you know about potential liabilities and reliefs available.

Shona Fraser, Partner Chiene + Tait







MEMBERS' NEWS







Teclan

Steps for Mikeysline challenge. Now in its third year, the challenge is a regular occurrence in the annual fundraising calendar. 'Million Steps' was born in lockdown when we were only permitted to have one walk per day. The teclan team decided to use this time to boost their physical and mental health whilst supporting a local charity in much need of funds, by walking one million steps during the month of July. For every 10,000 steps walked, each team member would donate £1 to Mikeysline. They then decided to invite and encourage other businesses and groups to join them. That was in 2020.

July saw the return of teclan's Million

Fast forward three years and, collectively, all the businesses who have taken part have now walked more than 92 million steps and raised more than £15,000 for Mikeysline. Put into context, we have already walked right around the world and are well on our way to doing it again.

A huge thanks goes out to all the teams who participated in this year's event; Inverness Chamber of Commerce, Dicksons of Inverness, CRU Holdings, Brook Street, Anderson Clark Motor Repairs, BBM Solicitors, The Long Partnership, BNI Tuath, Rainbow International, Norscot Joinery, Mikeysline and, of course, teclan Ltd.

Katie Melville, Fundraising Manager at Mikeysline, said: "We are delighted that this year's Million Steps for Mikeysline Challenge by teclan has raised over £5,000. This money will go towards expanding our services in schools and rural communities and training new volunteers for our textline, to be there for anyone who is struggling with their mental health or thoughts of suicide. teclan have been such wonderful supporters of Mikeysline for years, and it's fantastic that they have been able to encourage other businesses and members of the public to join them in this challenge."

Many of this year's businesses have already signed up for next year's challenge and if you'd like to join them, contact Neil at teclan Ltd for full details.

02

Port of Inverness

The Port of Inverness is looking to recruit at least three Trustees from 1 st February, 2023. Over recent years, the Port's profile has grown considerably, and it

now handles a wide range of cargos as well as being one of the main focal points for the renewable energy industry in the Highlands.

George Macleod, Chair of Inverness Harbour Trust, said: "The Port's strategic vision is bold and exciting, and to deliver it, we will require a diverse range of people who can add value with their expertise and experience."

Ideally one of the appointees should have a maritime background with an understanding of ports and the shipping industry being advantageous. Other skills being sought include a working knowledge of health & safety and its implications for the workplace as well as strategic management, stakeholder engagement and a knowledge of infrastructure development, including project management.

Appointments are part-time, up to two days per month, and there is a minimum of six board meetings per annum. An induction training programme is available to the appointed individuals.

For more information, please read the board member application information available at www.portofinverness.co.uk



MEMBERS' NEWS

03

MYXD

Inverness-headquartered MYXD has entered into an agreement with the Radisson Hotel

Group to provide pre-mixed cocktails to a handpicked selection of its UK hotels. MYXD, which has delivered almost 100,000 cocktails through its home delivery service at www.myxd.co.uk over the last two years, will be providing its entire core range of cocktails to Radisson hotels, including the Maple Old Fashioned, Salted Caramel White Russian, and Rhubarb & Ginger Gin Fizz.

Founded in 2020 by award-winning mixologist Grant Murray, MYXD is part of the Cru Holdings stable, which also operates seven bars and restaurants in the Scottish Highlands. Grant commented: "We're absolutely thrilled to be partnering with Radisson Hotel Group to supply cocktails to their UK hotels.

"Utilising pre-mixed cocktails helps save operating costs, as bars don't have to be stocked with the same variety of obscure spirits and mixers that are only used occasionally. However, guests still get to experience the theatre of cocktails being shaken with ice and poured in front of their eyes.

"This is our first major partnership spanning the UK and we're excited at the opportunities that this, and future event and venue partnerships, may bring."

04

SGL Carbon

SGL Carbon, is seeing a significant resurgence in order demand for its products. SGL Carbon

operates on a global stage with 31 production sites worldwide. Muir Of Ord produces a range of fibre based products with carbon fibre at its core. The sustainable increase in sales has been dominated by the renewable energy sector with the material produced at the site being used in wind turbines, battery storage devices and electric vehicles.

The site continues to expand with another production line about to restart later in the year. In anticipation of this, the team are looking to expand and are actively recruiting for a variety of positions. Visit https://jobs.sglearbon.com/ for details.

Steve Easton, Managing Director at SGL Carbon, said: "Fibre production at the site was established in 1981, with SGL Carbon acquiring it in 1997. Since then, we have seen continued growth and expansion. While there had been a downturn in demand in recent years, since the start of 2021 this demand has significantly increased and the outlook for the future is extremely encouraging. It is an added bonus that the majority of our products are being used within the renewables sector, contributing to a greener future. We are very fortunate to be in this position and

pleased we are able to give back to the local economy as we look to employ the best talent out there."

05

Trees for Life

Trees for Life have been shortlisted for the Stromar Award for Excellence in Natural

Capital, Climate Change and Sustainable Communities at SCDI's Highlands & Islands Business Excellence Awards which will take place on Friday 9 September at the Drumossie Hotel, Inverness. In particular, Trees for Life's work on Affric Highlands has been highlighted. With a focus on engagement and dialogue, Affric Highlands will seek to identify how its nature-based approach can best have a bearing on community priorities and benefit local social and cultural life. Find out more about the work of Trees for Life and opportunities for partnerships by visiting - https://treesforlife.org. uk/support/for-businesses/becomea-corporate-partner/corporatepartners/

06

CFN Solutions

Telecommunication specialist, CFN Solutions, is reporting a record turnover following key

contract wins which the organisation attributes to a growth in strategic partnerships throughout 2022.

New agreements with partners such as IT service providers and utility brokers have allowed the organisation, which counts office telephone systems, Wi-Fi solutions and mobile phones among its product range, to build further upon its client base.

Company Director Ian MacIntosh said: "Recent contract wins valued at over £100,000 have been a big boost to business and we've now got Scottish customers stretching from Wick to Glasgow and have even secured a number of new clients south of the border. This increase in business is a combination of the new agreements we've put in place and some great work by our sales team who are really driving growth."

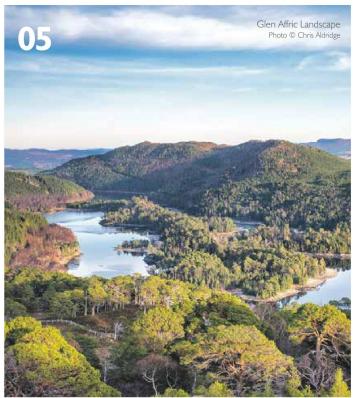
In recent months, CFN has focused on improving its business processes and streamlining service delivery to enhance customer satisfaction in its products and services. An analysis of marketing activities and business pricing has also helped the company to succeed in a very competitive marketplace.

In response to the recent contract wins, CFN plans a recruitment drive which will see its current team of four increase to six with roles being created in both Inverness and Banchory.

04

SGL Carbon's Muir of Ord







movers &shakers

Mikeysline

Mikeysline, a mental health and suicide prevention charity based in the Highlands and Moray, welcomed their new Fundraising Manager, Katie Melville, over the summer. Katie is a former lawyer with experience in the Highlands and across Scotland. She has been brought in to promote new and existing partnerships with businesses and organisations across the regions to help Mikeysline meet the escalating demand for their text support, one-to-one sessions, group work sessions, and schools outreach services. Mikeysline is fortunate to have the support of many members of the Chamber and is looking forward to strengthening those relationships in the future.





Port of Inverness

The Port of Inverness is delighted to announce the appointment of Capt. Stephanie Smith as Deputy Harbour Master. Stephanie took up the position at the beginning of August, and commenting on her appointment, Sinclair Browne Port Chief Executive said: "We are pleased to welcome Stephanie to the Port team. We undertook a comprehensive recruitment campaign to which we received an excellent response. Stephanie brings a wealth of experience, and I am sure that she will play an important role in the Port's continued development.



Harper MacLeod

Harper MacLeod are delighted to announce the appointment of Bill Stark, who joins the firm as a Debt & Asset Recovery Consultant. Bill is one of Scotland's leading practitioners in the field and combines a deep understanding of the law with commercial awareness and delivery. His application of technology and use of innovative management information tools means he can provide clients with real-time reporting of debt recovery processes.

Harper Macleod has further strengthened its Inverness and Moray teams with a new partner, Laura McLean, as well as two new Law Society of Scotland accreditations, underlining its commitment to investing in talent and delivering client-driven support in the north of Scotland. Based in the firm's Elgin and Inverness offices, Laura helps clients on family issues including adoption, divorce and financial settlements. Laura, along with Ewan Stafford, a senior associate in the employment law team, have both recently received a Law Society of Scotland accreditation.



Murray Travel

Carla Murdoch, the first member of the Murray Travel team to be employed by founders Scott and Sarah Murray six years ago, has been promoted to branch manager in the luxury travel agent's Inverness boutique. Carla, who leads an award-winning team of travel consultants, commented: "I'm extremely proud to be taking this next step in my career with Murray Travel, where I'll continue to provide unforgettable travel experiences for our customers. Murray Travel has become a vibrant collection of luxury travel boutiques across the Highlands and Moray, and I can't wait to see what comes next on this journey."





Glen Mhor

The Glen Mhor Hotel would like to congratulate Sandra Piorkowska, who has recently been promoted to the position of Head Chef at their Waterside restaurant.

General Manager, Emmanuel Moine, said: "Sandra started as a commis chef at the Glen Mhor Hotel's Nicky Tams restaurant and has always had an interest and passion for good food. But more than anything she has shown resilience, commitment and dedication. Sandra quickly became someone we could count on in the kitchen and the promotion is more than well-deserved after all these years of hard work."

Albyn Housing Society

Albyn Housing Society are delighted to announce that Interim Director of Customer Services, Maureen Knight, has successfully secured the permanent position, following the appointment of Kirsty Morrison as Group Chief Executive earlier this year.

Group Chief Executive, Kirsty Morrison, said: "Maureen has displayed commitment to Albyn and our customers, commanding a wealth of knowledge, experience, and true passion for our sector.

"As an integral part of the Leadership Team in her interim role, Maureen has driven significant achievements in her department that will improve the service offering to our customers and develop Albyn's reputation locally and nationally."



Johnston Carmichael

Johnston Carmichael has appointed a new Chair and Vice Chair as the business looks to the future and drives forward its growth ambitions. On I June Mark Houston, partner and Head of Johnston Carmichael's Glasgow office, stepped up from his previous role as Vice Chair to Chair and Lynne Walker, partner and Head of Business Advisory, took up the role of Vice-Chair.

Lynne, who is based out of the firm's Elgin and Inverness offices, commented: "The business has been fantastically supportive of my career since I joined 17 years ago, and I am committed to supporting the next generation of leaders of the firm. I am hugely looking forward to working with Mark and the Board to continue growing the positive, empowering culture we enjoy in our firm."

In addition, the Inverness office are thrilled to have Peter Innes back in their team. Peter originally joined Johnston Carmichael in 2004 after completing his CA training in Inverness and has returned as a Business Advisory Partner after 18 years working in the firm's Elgin and Stirling offices. Peter specialises in supporting Rural businesses and has been enjoying getting out and about at the agricultural shows this summer.





Macleod & MacCallum

Macleod & MacCallum are pleased to welcome 4 new Trainee solicitors to the Firm in 2022. Their Inverness office sees Alice Main join the Residential Conveyancing Team, with Kristofer Ashton and Nina Robertson joining their Corporate and Commercial Team. Catherine Fowler joins their Rural Land Team and is based in their Portree office. The Firm are delighted to be able to offer these 4 talented individuals the opportunity to train as solicitors and look forward to supporting them throughout their developing careers.







Mabbett

GH Johnston – a Mabbett Company, are expanding with the appointments of Yash Parker and Adrian Fatol into their planning and building design teams, serving clients in the north and throughout Scotland.

Yash is a graduate Planner who recently graduated from the University of Dundee with a degree in Spatial Planning with sustainable design and also holds a Batchelor of Architecture awarded by the Saruajanik College of Engineering and Technology. Yash is ideally placed to support delivery of both planning and design projects. Adrian is a qualified and experienced Chartered Architect who brings over 10 years' experience in delivering architecture design projects for sustainable building and the use of renewable energy systems.

Portakabin (Scotland)

Portakabin (Scotland) are thrilled to introduce their new Area Hire Manager, Elliot Myers. Elliot was drawn to Portakabin as he could set heir passion to deliver quality service and products time after time. Since joining, he has spent his time getting to know the teams, the local area, and delivering buildings to clients. Elliot is excited to further meet with companies in the Inverness and surrounding areas to see how the wide versatility of Portakabin buildings can help with their additional space needs.

Originally from Caithness, Elliot enjoys riding motorbikes and spending time with his partner and three dogs.



Welcome to **new members**

Business Support

Scottish Business Resilience Centre

Phone: 01786 447441

Website: www.sbrcentre.co.uk

Construction and Surveyors

Helica (Scotland) Phone: 07876704650 Website: www.helicapm.com

Electric Vehicle Charging

EV Chargepoint Scotland

Phone: 07831603697

Website: www.evchargepointscotland.com

Energy Efficiency Services

Kishorn Insulations Ltd

Phone: 01520 733216

Website: www.kishorninsulations.co.uk

Event Hire / Event Venue

Kings Community Projects Limited

Phone: 079515990356

Website: www.kingsinverness.com

Financial Services

Close Brothers Asset Finance

Phone: 01355 572350

Website: www.closeassetfinance.co.uk

Hospitality

CRU Holdings

Phone: 01463 631163

Website: www.cruholdings.com

Mercure Inverness Hotel

Phone: 01463 235181

Website: www.mercureinverness.co.uk

Revolutions Bars

Phone: 01463 217033

Website: www.revolution-bars.co.uk

Lifestyle Coach

Rhoda Cameron

Phone: 07909657526

Media

The Press & Journal

Phone: 01463 272300

Website: www.pressandjournal.co.uk

Property Management

CIOB (Chartered Institute of Building Highland

And Islands Hub) Phone: 01463 702141 Renewable Energy

BayWa UK Limited

Phone: 01414 680582

Website: www.baywa-re.co.uk

Social Enterprise

AbilityNet

Phone: 01313 761657

Website: www.abilitynet.org.uk

Clarity Walk

Phone: 07597319749

Website: www.claritywalk.co.uk

GrowBiz Scotland

Phone: 01828627790

Website: www.growbiz.co.uk

Third Sector

Care and Learning Alliance

Phone: 01463 222569

Website: www.careandlearningalliance.co.uk

Town Planning Consultants

Inverness City Heritage Trust

Phone: 07818520123

Website: www.invernesscityheritagetrust.org

Inverness Chamber **EXECUTIVE PARTNERS**

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