



# SIGNING OFF WITH A REAL SENSE OF ACHIEVEMENT

# inbusiness

December 2022

The magazine for Inverness Chamber of Commerce



## MEET

the Member  
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## INDUSTRY

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# A DECADE AND A HALF OF **CONNECTING, SUPPORTING AND REPRESENTING**



by Stewart Nicol,  
Chief Executive,  
Inverness Chamber  
of Commerce

I suspect by the time most of you read this, you will be aware of my news that I will be stepping down as Chief Executive at our Highland Business Dinner in May of next year. I will conclude my almost fifteen year leadership of the organisation secure in the knowledge it is in the best of health and remains dedicated to actively connecting and representing businesses across the Highlands to support their growth. Inverness Chamber of Commerce is in a strong financial position, has a clear strategy for the way forward and comprises a great team which is focused on delivering the best service to our members.

While everything I have done during my tenure has been focused on building the capacity of the organisation to support our growing membership, I do take immense satisfaction from what I have achieved during my time as Chief Executive. It seems no time at all since I joined our only other full-time member of staff at the time, Paula Nicol, who is my Deputy Chief Executive and our Head of Events. Our small office at the time was above a garage at the bottom of a garden, and was the home of an old blind dog. It's reasonably fair to reflect that the organisation has been transformed during my time?

The organisation was, I would reflect in those days, modest in terms of both activity and ambition. I have sought to build our capacity, the range of services we offer, and our standing in the business community of our city and region. I would firmly assert that Inverness Chamber of Commerce is now the leading business membership organisation in the city and across the Highlands. We have the highest media presence and the strongest lobbying profile, both of which ensures we are the strongest voice of business for our region. This was demonstrated most during the Covid pandemic when we had the opportunity to support local businesses in a way none of us ever thought possible. Our events team delivers an unrivalled programme of events throughout the year with all of the Highland Business Dinner and the Highland Business Week of events, including the Highland Spotlight Exhibition and our Highland Business Awards lunch, as worthy highlights.







During my time in the role, I have never shied away from absolutely pressing the case for my members, and in doing so, I have recognised our whole region and city have benefitted. Sometimes, I have played a small, but vital, part in a large campaign. Often though I have felt I have taken the lead, and frequently the flack! Whether behind the scenes, or on the front pages, I have always sought to make the right call, regardless of my personal preference.

We now also work more collaboratively as Highland Chambers, in particular with colleagues at Caithness and Lochaber Chambers of Commerce. I have sought to ensure Inverness Chamber of Commerce is at the forefront of both the Scottish Chambers of Commerce Network, where I serve on the Board as a Non-Executive Director, and the British Chambers of Commerce Network. Through all of this, I believe our membership has the best possible opportunity to develop their business activity on a global scale.

I will, as I move in to this next phase of my life, have more time to spend with my family and for the role I have as one of the leadership team at Culloden-Balloch Baptist Church. I'm also looking forward to exploring appropriate Non Exec Director and Charity Trustee roles. In doing so, I will leave with an immense sense of pride in all that I have achieved, and satisfaction in the great team of people I have worked with over the years. I am also extremely humbled and grateful to businesses that I have engaged with over these years. To each of you I would like to offer my sincere thanks for allowing me to work with you.

Perhaps I may be allowed to finally sign-off with a real sense of accomplishment – job done!



Stewart with Clive Coleman, and Chamber President Andrew Stott

# MEET THE MEMBER

Members tell us what benefits they value

Ben Hosie

PRODUCT MANAGER

SFG SOFTWARE

## in | Tell us more about sfG Software?

sfG Software was founded in 2009 by David Garvie and Robert Murray, who saw a gap in the Highlands' IT support market and wanted to provide the customer-focused, high-level service that businesses desired. sfG software has grown significantly over the last decade, but the concept of providing a customer-focused, high-quality service remains central to what we do. Our friendly, knowledgeable, and experienced IT Support Engineers look after our large and diverse customer base, while our software development team maintains and develops our own software products, sfG Scope and sfG MentorNet.

Based in Inverness, sfG Software is your 'small friendly Giant', providing a 'giant' service to our customers while delivering all the benefits they would expect from a 'small and friendly' company.

sfG Software is committed to building proactive partnerships with our customers to ensure that they have the best supported IT possible and the most effective and useable software applications.

## in | What services does sfG Software offer?

We currently have 3 'branches' of the sfG business;  
sfG Software – IT support

Where it all began. We have a fantastic team of IT support technicians available to provide IT support to businesses throughout the Highlands. You can find a full list of our IT services on our website – <http://www.sfgsoftware.com>

sfG Scope – Job management software

Helping Highland construction and trade businesses streamline their processes in order to save time, money and simplify administration.

sfG MentorNet – Our online mentoring platform that helps boost productivity and management of mentoring programs in universities, charities and businesses around the world.

## in | What makes you most proud/passionate about sfG Software?

Our customer support.

The service we provide and the way we provide it is so important to us, our mission is always to make sure we do this to the highest possible standard. We have all been in the situation where we have had to phone up a company when something goes wrong, and 9 times of out 10 you end up getting someone who is reading off a script, can't really help you, and you end up feeling really frustrated. That is not how we work at sfG. Our excellent team of engineers and developers collectively have such a strong knowledge of the IT industry and a ton of experience working with different types of businesses. This means we can assist our customers with any issue when they contact us. Our team get on well with everyone and have such a good rapport with our customers, often having a good blether whilst getting the IT issue fixed!

## in | Can you tell us a little about your business focus for 2023?

Our focus for 2023 is to just keep growing and improving. As most people probably know, the IT industry and technology people use is always changing and evolving. Our job is to stay up to date with this and ensure our customers have the best solutions and systems implemented within their business. We are always welcoming new customers on board, and this means our team has grown over the last year or so. It is always nice to have growth of this type and we hope it continues over the next 12 months.

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

Inverness Chamber provide so many vital services to their members. At sfG Software, we really value how they support the local business community. They provide important and relevant information for local businesses, and we always enjoy attending their excellent and informative events which allow us to continuously engage and network with other local businesses. Networking is a great opportunity to build trust and rapport with other businesses within the area.





# MEET THE MEMBER

Members tell us what benefits they value



## Peigi MacCrimmon

FINANCIAL PLANNER

### JOHNSTON CARMICHAEL AND JOHNSTON CARMICHAEL WEALTH

#### in | Tell us more about Johnston Carmichael and Wealth?

Johnston Carmichael is Scotland's largest firm of independent Chartered Accountants and Business Advisers, and Johnston Carmichael Wealth is a Chartered Financial Planning firm.

Johnston Carmichael has 13 offices across the UK and our Wealth team were recently listed in first place in FTAdviser's Top 100 Financial Advisers 2022, as well being included in the in the 2022 Citywire New Model Adviser Top 100.

My job is a Financial Planner within the Inverness Office. I have worked in the financial services profession for over 20 years and was previously based in London and Edinburgh before returning back to my hometown of Inverness.

#### in | What services do Johnston Carmichael and Wealth offer?

Johnston Carmichael is a full-service accountancy and business advisory firm, and in the Wealth team we work particularly closely with our colleagues in Private Client & Corporate Tax, Corporate Finance, Business Advisory and Audit and Consulting. This really enhances the support we can offer our clients, and they benefit from a very broad scope of expertise from us.

Within Wealth, we offer a range of services to enable our clients to live life on their terms, tailored to suit their needs, including investment management; retirement planning; tax & estate planning; intergenerational wealth planning and personal & business protection. Our investment philosophy drives everything we do, which is managed by our in-house Investment Committee, along with our Investment Partners, Square Mile Research.

#### in | What makes you most proud/passionate about Johnston Carmichael Wealth?

The Wealth team have held our Chartered status for 15 consecutive years, which we believe is the gold standard in our profession – it signifies both the hard work and professionalism of our team, encompassing our core values.

We approach financial planning in a very holistic way and our clients and our people are at the heart of everything we do. We work continuously to ensure we are providing the highest level of service, which is only possible with a knowledgeable and dedicated team. We get to know our clients thoroughly and help them understand the risks, benefits, and actions that they would need to take to achieve their financial goals. Our clients really do feel like they are in safe hands.

We also encourage personal and professional development at all levels within the team to ensure we are up to date with changes in the profession, working closely with the Chartered Insurance Institute (CII). Currently I am studying for my Advanced Financial Planning Exams.

#### in | Can you tell us a little about your business focus for 2023?

Within Wealth, we feel it is of utmost importance to consider the extended family and their financial futures. Particularly with the current economic crisis, older family members may want to help support younger members in their family who may be starting out in life, so one of our main aims will be helping them navigate this difficult period through the use of family/generational financial planning. We recently held events in Inverness and Edinburgh called "Wealth, Wishes and Wills" alongside our Private Client Tax colleagues which focused on how to transfer wealth to younger generations.

We are also focusing on ESG (Environmental, Social, and Governance). Ethical and sustainable investing is something that is growing in importance both within our industry and in society as a whole. We have been enhancing our proposition to clients and our internal practices and will continue to do so throughout 2023.

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

The Chamber of Commerce provides us with support to make valuable connections with other businesses in the Highlands.

We have also very much enjoyed attending events that the Chamber have put on – one of the highlights being the Highland Business Awards.



# SIX THINGS YOU CAN SET UP RIGHT NOW **TO IMPROVE YOUR CYBER SECURITY**

**Cyberattacks continue to threaten UK businesses<sup>1</sup>. That's why we've rounded up six cyber hygiene controls that your business can set up right now to improve cyber security.**

## **1. Multifactor authentication (MFA)**

MFA (or two-step verification) is a way of strengthening the user login process. It requires the user to provide two or more pieces of evidence (such as a password and a security code) to be authenticated. Consider enabling MFA for users accessing critical or sensitive data in all systems, applications, and accounts accessible remotely.

## **2. Email and website filtering**

Email filtering software can scan inbound or outbound traffic for spam or more serious phishing emails. The software detects an email (plus any attachments) and automatically filters it out. Or they're flagged, so the user is aware of potentially malicious or unwanted content. Web content filtering can block and screen access to websites that users are not supposed to enter.

## **3. Secured, encrypted, and tested backups**

An extra security measure that will protect data if it's stolen, misplaced, or compromised. Secured backups can reduce recovery time as businesses increasingly move to cloud-based backup solutions. A lack of available backups also increases the likelihood of a victim paying a ransom to recover systems and data, as they have no other options.

## **4. Incident response plans**

If an inevitable cyber incident or attack occurs, you need a robust incident response plan.<sup>2</sup> A well-planned and executed response will help to minimise the damage caused by a cyberattack.

## **5. Cybersecurity awareness training**

Education and awareness are the best prevention measures for cyberattacks. Your employees should be aware of the danger of the various types of cyberattacks. In the case of phishing scams, they need to be vigilant when responding to suspicious emails.

## **6. Replacement or protection of end-of-life (EOL) systems**

End-of-life (EOL) or end-of-support (EOS) products are those that reach the end of their lifecycle, preventing users from receiving updates. These products create risk because patches and other forms of security support are no longer offered by the vendor. Once the technology is unsupported, it will be exposed to unfixable vulnerabilities.

## **Which cybersecurity controls will you adopt?**

Having these cyber controls in place will help your business to better identify, address and recover from a cyberattack. While also supporting your business' insurability.

For guidance on implementing these controls - download the guide.

Visit the National Cyber Security Centre for additional tools and cyber guidance.

1. <https://bit.ly/3P6zeEi>

2. <https://bit.ly/3VUX48c>

**Chris Smith**  
**Account Executive**  
**Marsh Commercial**





# WILL YOUR FARM OR CROFT SUFFER A SURPRISE INHERITANCE TAX BILL?

**For nearly 30 years, farmers have passed down their farms and crofts without paying any Inheritance Tax (IHT) following the introduction of Agricultural Property Relief (APR), preventing farms from having to be sold to fund IHT liabilities.**

Business Property Relief (BPR) is also available to farms operating as businesses, allowing the assets and equipment to pass free of IHT, subject to various conditions, including the requirement for the deceased to have owned the business for two years.

As farmers find new ways to diversify, they should check whether diversification limits these valuable reliefs.

If a farmer changes a building or land to be used as a wedding venue or for farm experiences, these may qualify for BPR but not APR, which is only available for genuine agricultural purposes.

A common additional service is horse livery, which

HMRC says does not qualify for APR/BPR unless other extensive facilities are available. Stud farms continue to benefit from relief.

When farms employed and housed workers, the farm cottages fell within APR/BPR. Properties are now often being converted into holiday lets - a grey area for HMRC.

We are also seeing more wind turbines on farmland. Farmers must be careful as this asset will be unlikely to receive any relief, particularly if they simply rent the land to an energy company, with no other involvement.

Farmers and crofters are inevitably tempted to reduce farming activities as they get older, leading to challenges of APR/BPR availability.

We recently saved a client £50,000 by negotiating with HMRC, before matters reached court. HMRC claimed the deceased farmer's house was not appropriate to the farming activities and should not receive full IHT relief. We successfully argued otherwise!

How the land/farm is held is another important point.



The reliefs can be restricted to 50% if the land/farm used by the business is in the name of the farmer rather than held as an asset within the business. Any changes in this regard should be made with a keen eye on family disputes and a potential legal rights claim.

It is best to take legal advice on succession planning before diversifying or restructuring a farming business, to ensure the valuable IHT reliefs are maintained or maximised.

**Julie Doncaster,**  
Partner | Private client team  
Harper Macleod



# MEMBERS' NEWS



01

View of Brodies' new reception area



**NEW HIGHLAND RELEASE!**  
Buy the book on amazon

02

Matt Wallace, founder of Clarity Walk, releases first book



03

harpermacleod.co.uk

HM Harper Macleod LLP

Our practice makes perfect.

Driven to try harder

Ben Campbell, a trainee solicitor in Harper Macleod's Inverness team at the Inverness Royal Academy event in November.

01

## Brodies

UK and leading Scottish law firm Brodies LLP, has opened its new Highlands and Islands office in Inverness, following a busy year for its clients in the region.

In the past 12 months, Brodies has worked with businesses, organisations and individuals, including Inverness College, Highlands and Islands Enterprise, Lerwick Port Authority, Stornoway Port Authority and several clients in the renewable energy sector.

In the food and drink sector, Brodies was appointed by the Tomatin Distillery Company Limited to provide legal and commercial advice to support a new market access strategy in the United States.

The firm also assisted Parklands Group – one of the largest independent care home providers in Scotland - to enable it to develop a new multi-million-pound care project in Inverness.

Brodies' growing team will continue to support its clients from its new Highlands and Islands base, Clava House, in the Cradlehall Business Park in Inverness.

Brodies Managing Partner, Nick Scott, said: "We are grateful to our clients in the Highlands and Islands for their continued support and for seeking the advice of our lawyers on new and interesting instructions, as well as their day-to-day business, and personal and family matters.

"With our new office in Inverness, we now offer a state-

of-the-art location to meet in person, whilst also providing enhanced technical capabilities that will, amongst other things, support virtual court hearings.

02

## Clarity Walk

Discover the life lessons Matt Wallace, founder of Clarity Walk, used to overcome his depression and start an enterprise which would help thousands.

Matt said: "If you are ever struggling with life's challenges this book is for you. It is open, honest and engaging from start to finish, making it easy to read in one day, even if you don't do books."

"It will: Empower you, or someone you know, to take action to improve your mental health and wellbeing; make you realise you are not alone in your thoughts, and things do get better; make you laugh, cry and take you on a rollercoaster of emotions by sharing relatable stories which can support you on your own journey. If this book can help at least one person to change their life, then it has done its job."

The book can be purchased from Amazon.

03

## Harper Macleod

Lawyers from Highlands law firm Harper Macleod have been back in the classroom, building on its participation

in the Developing Young Workforce initiative led by Inverness Chamber of Commerce.

Taking part in DYW's Inspiring Young Minds events, a team from the Inverness office of Harper Macleod met with S2-S4 pupils from Inverness Royal Academy, Culloden Academy, and Millburn Academy throughout November.

The events, in collaboration with UHI Inverness & Skills Development Scotland, are part of a World of Work showcase, giving young people an opportunity to speak with employers face-to-face about their future career ambitions.

Earlier this year Harper Macleod became the first law firm in the Highlands to partner with the Inverness Chamber of Commerce and the DYW initiative.

Jill Fryer, a partner at Harper Macleod in Inverness, said: "As the largest firm in the Highlands, we have a responsibility to pass on our experience to young people. There are a variety of careers on offer in the Highlands today, which perhaps weren't a few years ago, so it's important we contribute to supporting the development of different and diverse skills."

Harper Macleod's involvement in the Inspiring Young Minds programme builds on the firm's engagement with local schools in the past year, having hosted virtual events on careers in the law industry. Many of the firm's solicitors attended local schools in the Highlands.



# MEMBERS' NEWS



Orion Group celebrate 35th anniversary

## 04 Orion Group

This year Orion Group celebrated its 35th anniversary. The company was established in 1987 and has grown to become one of the UK's largest independent recruitment companies.

Much of the company's early success was founded on the supply of fabrication personnel to the rig construction yards in Scotland, which rapidly expanded to support North Sea Oil & Gas exploration. Today, Orion Group operates from a worldwide network of offices and has successfully diversified into the Life Science and Renewable Energy sectors.

Their company slogan "People are our Business Worldwide" underpins the values and culture of Orion Group. Earlier this month their international offices celebrated their 35-year anniversary, and would like to thank all their employees, clients, candidates and suppliers who have supported them along the way.

As a long-established and international family business, they recognise the need to support local charities and community projects in the regions where they are based. Paul Savage, Managing Director for Orion Group commented: "Orion Group has always been committed to 'giving back' and supporting good causes. Having consulted with the employees of Orion Group, and as part of our 35-year anniversary celebrations, we are delighted to announce that a further donation of £35,000 is being made."

The 20 causes nominated by their regional offices will each receive a donation from Orion Group.

## 05 teclan

teclan is pleased to announce the addition of professional PR services

following Marketing Coordinator Helen Mackenzie's CIPR (Chartered Institute of Public Relations) Professional Certificate qualification.

To achieve this award, Helen undertook a myriad of robust assessments across a broad range of PR disciplines, including the role of PR in organisations and society, the development of PR plans and strategies, the creation and management of communication that works, PR ethics, and effective ways to determine the success of PR activities. With the addition of this coveted certification in-house, teclan is excited to now offer a broader range of PR services to local, national, and international organisations.

Following the completion of her certification, Helen said: "It has been incredibly rewarding to work towards this qualification as I feel it has allowed me to develop a number of skills which will be beneficial for both teclan and our clients. I now feel confident in my market research, critical thinking, analysis, and creative abilities when it comes to developing PR plans and strategies for our clients. I am also seeing the benefits of applying the concepts and strategies I've learned in this process to our content marketing and paid advertising campaigns as well."

In addition to the new services, teclan are delighted to have been recognised by the SCDI, having been presented with the HIE Excellence in Fair Work Practices Leading to Workplace Innovation Award, at their recent awards held at the Drumossie Hotel.

Head of Sales & Business Development Neil McGregor said: "This is an incredible honour and one we are so proud to have achieved as we believe a happy team leads to even happier clients. Our application centred around the team ethos at teclan – each and every member of the team contributed to the application, and it focused on the opportunities offered by the company."

From paid time off to help local charities, to funding staff to achieve personal aims and professional qualifications,



teclan Managing Director Fergus Weir receiving their Award at the SCDI Awards

and much more besides, teclan has demonstrated that by treating employees fairly and being at the forefront of innovation, you can achieve great things.

teclan would like to thank everyone involved, especially SCDI and the Drumossie Hotel for hosting such a fantastic evening and a huge well done to all the other finalists and winners.

## 06 Parklands

A Highland care home operator has submitted fresh plans for new affordable housing for key workers in Inverness.

Parklands Care Homes, winner of the Highland Business of the Year Award at the 2022 Highland Business Awards, had originally submitted plans to The Highland Council for 24 homes comprising three storey blocks of flats with communal stairwells.

Under the new plans, Parklands will build smaller scale two storey cottage flats, with one flat at ground floor and one at first floor, each with their own private access.

The new development is now planned around a central garden and more community orientated open space.

The project forms part of a multi-million pound care hub in the city which comprises a 58 bed care home, currently under construction, which will then be followed by a later living village on an adjacent site.

Ron Taylor, Managing Director of Parklands Care Homes, said: "We have looked again at our plans and we feel that our new proposals are more in keeping with our aim of creating a more community orientated open space.

"This is our response to the cost of living crisis and lack of affordable housing in Inverness. We feel it's important to do everything we can to support workers in the care sector."



Helen Mackenzie, Marketing Coordinator at teclan



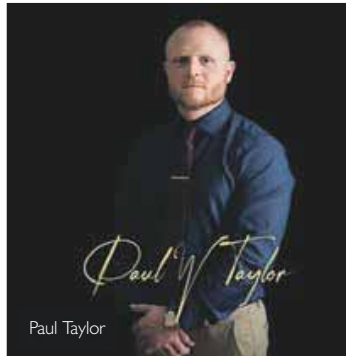
Artist's illustration of the proposed affordable housing for key workers

# movers &shakers

## Glen Mhor

The Glen Mhor Hotel are thrilled to welcome Paul Taylor to the team. Being brought up in a family owned and operated hotel group consisting of several hotels and a dozen public houses, Paul was exposed to business at a young age, holding the position of assistant manager for the family hospitality group.

Following a decade spent serving her Majesty's Royal Marine Commandos and a further 5 years as a business development, sales and marketing specialist supporting the construction, new build development, property education and corporate event sectors, Paul has now returned to his homeland. He will support the team at the Glen Mhor Hotel, Waterside restaurant and new Uilebheist Distillery as Sales Manager and will develop the exciting growth the Glen Mhor business is currently experiencing.



Paul Taylor

Mark Bramley



## Mackenzie Construction

Civil engineering business, Mackenzie Construction, is delighted to announce the appointment of Mark Bramley as Regional Director for the North of Scotland. With significant business opportunities in the area, Mark will be responsible for driving growth and building key relationships.

Mark shares of his appointment: "Mackenzie Construction is well-recognised in the sector and its reputation for high quality work has already established the business as a reliable partner for several clients in the North of Scotland. I'm looking forward to consolidating this position and building on our identified growth opportunities."

The business has recently established a permanent Inverness office to consolidate and reinforce its commitment to the region and are seeking to grow the local team to strengthen overall capacity.

Calum Macaulay



## Johnston Carmichael

Johnston Carmichael has expanded its leadership team in Inverness with the appointment of Calum Macaulay as Business Advisory Director.

Calum qualified as a Chartered Accountant in 2008 and specialises in advising owner-managed businesses across the Highlands and Islands through all stages of their lifecycle. With over 17 years' experience in accounting and audit, he has a particular focus on supporting clients within the Rural, Hospitality and Tourism sectors, working alongside Johnston Carmichael's specialist sector teams based across the country.

Calum said: "I'm thrilled to have joined the team here in Inverness. I'm very excited to help our clients capitalise on the growth opportunities available and help lead our thriving team within the firm."

Mia Pimm



## Maggie's Highland

Maggie's Highlands are delighted to welcome Mia Pimm to their fundraising team.

Speaking of her first job in the charity sector Mia commented: "I am so grateful to have been given the opportunity to work for this amazing charity that offers such incredible and vital support to people affected by cancer and their families across the Highlands. I couldn't believe it when I first found out that it costs over half a million pounds each year to keep Maggie's Highlands going, relying almost entirely on public donations!"

Mia will be supporting the team on key fundraising events including Maggie's Golf Day & Run the Runway.





Theo Stratton



Stuart Campbell



Stephanie Malcolm



Sasha Barot



Matthew Smith



Jonathan Nkuli



Jamie Carson



Charlotte Cormack

## Marsh Commercial

Marsh Commercial are pleased to announce seven new additions to their commercial insurance team across the Inverness and Elgin offices with Charlotte Cormack, Stuart Campbell, Dani Mackay, Sasha Barot, Stephanie Malcolm, Theo Stratton and Jamie Carson joining the business as Account Managers in recent months. In addition to the good news within the commercial department, the personal lines department has added two new Account Managers, Jonathan Nkuli and Matthew Smith.

Speaking of the new appointments, Head of Office (Inverness & Elgin), Commercial & Corporate UK Paul Chiffers commented: "As we grow, it is very important that we invest in our recruitment so that we can continue to offer a quality service to our clients, so I am delighted that we have been able to bring in new colleagues of such high calibre. An investment of 9 new recruits in such a short period of time is a testament to the success of the business and shows how dedicated Marsh Commercial is in supporting businesses and individuals with all of their insurance needs across the North of Scotland."



Dani Mackay



Charmaine MacKenzie

## SNAP

SNAP (Special Needs Action Project) are delighted to welcome Charmaine MacKenzie to their Inverness team. After 8 years of community engagement work in Aberdeen, Charmaine has relocated back to her home roots in the Highlands. Commenting on starting her new post with SNAP Charmaine said: "I have a passion for funding after working on small grants to improve Health and Wellbeing across Aberdeen. I am looking forward to my new role, rediscovering the Highlands, building new connections and most importantly making a difference to the children, young people and families who use SNAP."

# Welcome to **new** members

## Construction

### Built Environment - Smarter Transformation

Phone: 07849 353391

Website: [www.be-st.build](http://www.be-st.build)

### Caley Timber

Phone: 01667 460006

Website: [www.caleytimber.co.uk](http://www.caleytimber.co.uk)

### Mackenzie Construction

Phone: 0141 6335555

Website: [www.mackenzieconstruction.com](http://www.mackenzieconstruction.com)

## Environmental Services

### North Highlands and Islands Climate Hub

Phone: 01847 867307

Website: [www.nhclimatehub.co.uk](http://www.nhclimatehub.co.uk)

## Green Energy

### Statera Energy

Phone: 02071860580

Website: [www.stateraenergy.co.uk](http://www.stateraenergy.co.uk)

## Hospitality

### AC by Marriott

Phone: 01463211955

Website:

[www.marriott.co.uk/hotels/travel/invar-ac-hotel-invernes](http://www.marriott.co.uk/hotels/travel/invar-ac-hotel-invernes)

## Marketing

### Ripple Effect

Phone: 07971 425799

Website: [www.rippleeffectmarketing.co.uk](http://www.rippleeffectmarketing.co.uk)

## Media & Film

### DP Digital Media

Phone: 07813807919

Website: [www.dpdigitalmedia.co.uk](http://www.dpdigitalmedia.co.uk)

### Granite Creative Productions

Phone: 07813948271

Website: [www.granitecreativeproductions.com](http://www.granitecreativeproductions.com)

## Plumbing & Heating

### RI Cruden

Phone: 01463 870057

Website: [www.ricruden.net](http://www.ricruden.net)

## Recruitment

### Orion Group

Phone: 01463 230860

Website: [www.orionjobs.com](http://www.orionjobs.com)

## Sports & Leisure

### Nevis Range

Phone: 01397705825

Website: [www.nevisrange.co.uk](http://www.nevisrange.co.uk)

## Third Sector

### Aban Outdoor

Phone: 01463 830386

Website: [www.aban.scot](http://www.aban.scot)

### Held in our Hearts

Phone: 0131 6226263

Website: [www.heldinourhearts.org.uk](http://www.heldinourhearts.org.uk)

### Maggie's Highland

Phone: 01463 706302

Website: [www.maggies.org/our-centres/maggies-highlands](http://www.maggies.org/our-centres/maggies-highlands)

### Rape and Sexual Abuse Service Highlands

Phone: 01463 257657

Website: [www.rasash.org.uk](http://www.rasash.org.uk)

### SNAP (Special Needs Action Project)

Phone: 01463 233426

Website: [www.snapinverness.org.uk](http://www.snapinverness.org.uk)

## Travel

### Pentland Ferries

Phone: 01856 831226

Website: [www.pentlandferries.co.uk](http://www.pentlandferries.co.uk)

# Inverness Chamber EXECUTIVE PARTNERS

Inverness Chamber gratefully acknowledges the support of its Executive Partners:

## Platinum Partners:



## Gold Partners:



Inverness Chamber Executive Partners give extra support to enable the Chamber to play a full part in the economic development of the area. If you are interested in becoming an Executive Partner, please contact Clare Armstrong on 07563 381637.