

Edition 11
Nov & Dec 2021

The magazine for Gatwick Diamond Business members



Gatwick Diamond Business Awards 2022 Open for Entries

The essential challenge
of achieving Net Zero
aircraft emissions

Member Spotlight -
Tomango

Meet the new chief
executive of Sussex's
largest college group

Prime Minister Takes
On Thakeham's
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Charity Challenge



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Gatwick Diamond Business Awards 2022

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Top people skills that will maximize value in your business

For any business, having a skilled and agile workforce can make a huge difference when it comes to success and growth. Whether you're recruiting specifically for these skills or seeking to develop them in an existing workforce, it's important to make sure that your business is supported by people who have these essential abilities.

- The ability to grasp data analytics. We are increasingly seeing analytics used to generate growth across all sectors. Staff who can analyze datasets, identify trends and carry out key tests can be vital to ensuring your business is on track and optimizing all its opportunities.
- Emotional intelligence. While this has often been undervalued in the past, emotional intelligence is now recognized as a leading indicator of performance - 90% of top performers

have high levels of it. High emotional intelligence requires skills in relationship management, self-awareness, self-management and social awareness.

- Accounting skills. Even for those who aren't working directly in the accounting team, having a sound understanding of the way this functions for the business can be incredibly useful. It provides key insight into the potential and performance of an organization, for example, and is an essential part



of being able to understand, and communicate, end of year financial results.

- Effective negotiation skills. This is often identified as one of the major skills to have, both in the current working environment and for employees of the future workforce too.
- Management abilities. This category covers a very wide range of different skills, from being able to lead meetings, boost morale and motivate to having the communication skills to talk about organizational change. People with robust management skills are crucial for any business looking to ensure that employees remain engaged and committed to the business long-term.

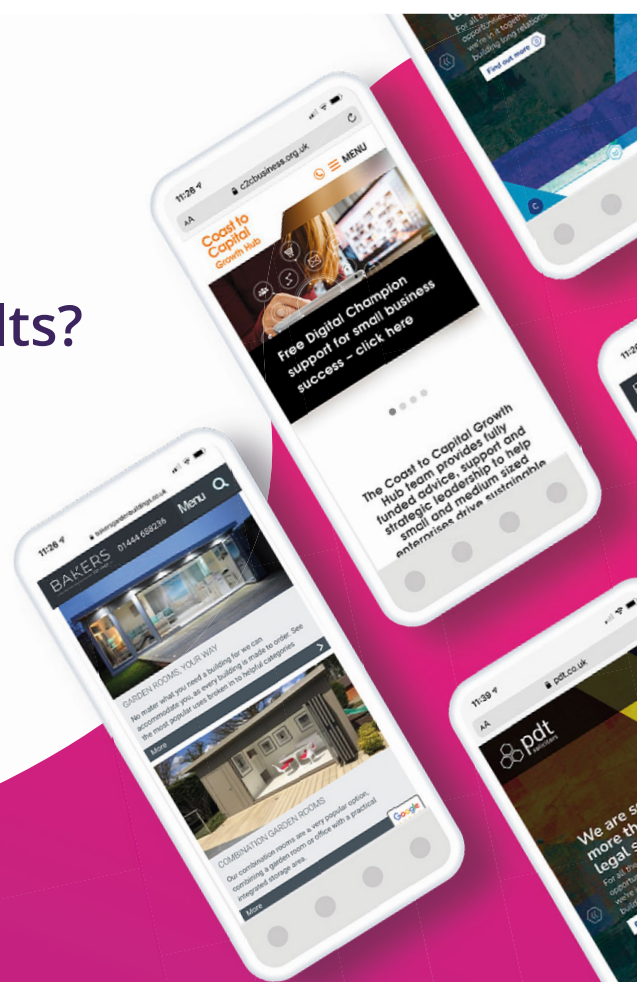
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Is your website delivering results?

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We're offering a **FREE** website audit to the first three gdb members to contact: **Stefan Buss**
01444 40 12 75 | stefan.buss@storm12.co.uk





JEFF'S BLOG

Gatwick's Northern Runway Proposals – Have Your Say

Gatwick Airport are consulting on plans to bring the existing Northern Runway, now used for emergencies only, into routine use. If this investment goes ahead, it would be a big boost to the Gatwick Diamond economy, our businesses and our people.

The development would be almost entirely contained within the existing airport boundary, with the proposed low-impact, dual-runway operations meeting all global safety standards. Gatwick would benefit from greater efficiency, reduced delays and attracting new global connections. It could grow sustainably to serve 75 million passengers a year by 2038.

For the wider economy, the investment would generate 18,400 extra jobs and £1.5 billion in economic value for the local area and region by 2038. It would support business and employment opportunities across the region and, by attracting new, innovative industries, help make our economy more diverse and resilient.

The plans are consistent with national government policy that, following the decision to approve a third runway for Heathrow, other airports should make the most of their existing assets to improve efficiency and capacity. They will however have to be fully tested through a demanding planning process, and Gatwick is now in the middle of extensive pre-application consultations.

With air traffic still considerably below pre COVID-19 levels, Gatwick's commitment in bringing these plans forward now may seem surprising. It demonstrates their confidence in recovery. They cannot wait for certainty because of the time it will take to gain the necessary approvals and then for construction and operations to start.

All businesses have a right to seek to grow by investing in their assets unless there is proven and overriding public interest in them not doing so. Gatwick Airport is no exception. The current consultation is part of the intensive checks and balances that



our democratic planning process demands. The eventual decision on planning approval will be taken by elected national government ministers.

Opposition to the plans is largely to do with environmental and infrastructure impact. Of the local environmental impacts, concern about increased noise tends to dominate. Over the past 20 years, Gatwick has in fact reduced its noise footprint by 48%, and expect this trend to continue as more aging aircraft are replaced with modern, quieter ones. The noise impacts from the proposals will predominantly result from the increased frequency of flights, with current restrictions on night flights expected to continue.

Gatwick is much more than just an airport: it is a major transport hub for the South East acting as both a destination and interchange across different forms of transport (look no further than the investment in the new railway station which is progressing well). With excellent rail and road connections, it is the only London airport with daily 24-hour rail, bus and coach access. This has enabled it to achieve a sustainable mode share for passengers of 48%.

Of course, road access will continue to be important and, if the proposals go ahead, Gatwick plan to invest to upgrade local roads, including separating local and airport traffic using flyovers. As with all mitigating measures, this will be fully tested through the planning process.

Some question the appropriateness of bringing forward the growth plans at a time when there is so much international focus on the environment. However, it is important not to confuse local environmental impacts, such as noise, with increased contribution to climate change.

Gatwick's growth would largely be driven by increasing its

International travel is fundamentally a good thing that should not again become the preserve of the wealthy



Excellent progress has already been made towards Net Zero carbon for surface operations at the airport

market share by being more competitive in comparison with other UK and European airports. Whether an aeroplane flies from Gatwick, Heathrow or Schiphol, emission levels are the same.

Climate change is rightly, and at last, receiving the political attention, if not yet the action, it deserves. By its nature, the impact of aviation has to be addressed at the national and international level.

Meanwhile, preventing Gatwick from investing in its existing assets under the banner of 'saving the planet' would simply place our major economic driver at a competitive disadvantage, displacing traffic to other European and UK airports, particularly Heathrow. We would be sacrificing economic and social benefit for our region without any positive climate change impact.

Excellent progress has already been made towards Net Zero carbon for surface operations at the airport. Later in this edition, Tim Norwood of Gatwick Airport sets out the much bigger challenge of achieving Net Zero aircraft emissions:

'Achieving Net Zero by 2050 is within the aviation industry's reach, but it will require significant support from Government, major investment in new technology and cooperation and urgency at an international level.'

Much more will be achieved more quickly by greater urgency and international cooperation in tackling the far larger sources of transport and other emissions, where the technology is already developed and ready to be deployed. International data suggests that transport accounts for about 20% of CO2 emissions, of which aviation's contribution is 11.6% compared with 75% for road transport (source: Our World in Data). That is not to be complacent about reducing the contribution of aviation, but it does emphasise where the greatest improvements can be achieved at least in the shorter and medium term

International travel is fundamentally a good thing that should not again become the preserve of the wealthy. The socially acceptable way forward is not through suppressing demand with the particular impact that would have on the less well-off, but by tackling the undesirable consequences of air travel in the ways Tim outlines.

If Gatwick's plans go ahead, it will be essential to capture the economic benefits not least for local people whose livelihoods have been hit so hard by the impact of the pandemic. That is why we particularly welcome Gatwick's strategy for ensuring that local people are supported, including through education and training, to take full advantage of the opportunities during the construction phase and beyond. Likewise, Gatwick is committing to give local businesses the opportunity to be part of the airport's supply chain. We stand ready to support these vital initiatives.

There is inevitably a price to be paid for living within the shadow of a major industry and benefiting from the wealth it generates. Compared with most other regions, our part of the country has historically been let off lightly while enjoying relatively high living standards and quality of life. As ever, there is a balance to be struck.

Our role at gdb is to help ensure that the economic, business and social case for the planned investment is given full weight alongside the need to mitigate the environmental impacts. It will be for the planning process and our democratically elected leaders to determine where the balance of benefit lies.

To find out more about Gatwick's plans and to have your say, visit www.gatwickairport.com/business-community/future-plans/?utm_source=newgate&utm_medium=social&utm_campaign=nrw21

The inaugural Diamond Alumni VIP Lunch



The inaugural DIAMOND ALUMNI VIP Lunch took place on 1st October at The Grand Hotel in Brighton. Exclusive to Gatwick Diamond Business Awards winners, sponsors and partners, this prestigious new members club saw the very best of Gatwick Diamond businesses come together to celebrate people and businesses who have shown innovation and inspiration in their work, and have demonstrated a real commitment to the Gatwick Diamond region over the

past 14 years.

In partnership with Creative Pod and Diamond Alumni Sponsors, the Thakeham Group, Richard Place Dobson, Custodian Insurance and EY Breakthrough Incentives, gdb were very proud to welcome just under 200 guests to the launch of DIAMOND ALUMNI. Compere Steve Bustin ensured guests enjoyed a trip down memory lane, with a look back at past presenters and award winners, followed by a delicious lunch an

inspirational and invigorating presentation from British entrepreneur Lara Morgan.

This VIP lunch also 'cut the ribbon' for the Gatwick Diamond Business Awards 2022 - planning is in full swing for our usual high-profile programme culminating with the Awards dinner and ceremony on 17th March 2022. The awards are now 'Open' and we look forward to receiving your entries!



Creative Pod invests further in its growing team

Sussex-based, award-winning agency, Creative Pod, has opened its doors once again as the company expands their marketing team for the third time in twelve months! They have welcomed Kazia Green as a Marketing Executive, and Lorrie Rose as a Marketing Assistant into the team.

Kazia graduated from Bournemouth University with a First-Class Honours degree in Media and Communications. Alongside her degree, she worked as a Digital Marketing Manager for a local agency. Lorrie graduated this year with a First-Class Honours degree and previously worked as a marketing intern and a part-time video editor for a YouTuber. Together, they bring a unique and new skillset to the Creative table.

Sarah Lyons, Head of Marketing, said: "We always enjoy taking on recent graduates, as they are ready to hit the ground running in the real world and soak up as much knowledge as they can. Individually, Kazia and Lorrie come from different

backgrounds, and add new expertise to the marketing team, as well as fresh and exciting ideas."

The marketing team continues to grow as Creative Pod delivers further value and return on investment for its clients. Matt Turner, CEO, said: "We all know that a business is only successful because of its employees, and as we continue to hire, we see incredible talent walk through the door. I feel confident that we have the strongest team we've ever had, and they are all ready to go above and beyond for our clients."

As Creative Pod approaches the end of what has been a busy and successful year, they are looking to complete the marketing team by hiring a senior and junior marketing executive. If you would like to apply or know someone who may be interested, please contact us at hello@creativepod.net.

www.creativepod.uk.com



Kazia Green & Lorrie Rose

We have the strongest team we've ever had, and they are all ready to go above and beyond for our clients

'Til Death Do Us Part – what happens when your business partner dies...?

Picture the scene: your business partner gives their shares to their life partner or spouse, and you have to suddenly jointly manage the business with them, with no input from your former business partner. It's not a picture most business co-owners would wish to contemplate.

However, this is the situation which can and will arise when a business partner dies unexpectedly. They may leave a simple Will passing everything to their spouse, which is at least better than the intestacy provisions; these might see their estate, including their business interest, split between family members resulting in multiple business co-owners without any experience of the business, all wanting to maximise their interest and encash it.

Business owners who are aware of this will take professional specialist advice on planning their business and their estates. A very effective solution can



Rose Macfarlane

be a cross option agreement between co-owners, which commits their beneficiaries. Under the cross option, either the beneficiaries can sell, or the co-owner/s buy the deceased's shares. Match this with appropriate life insurance and

there's then funding in place for the purchase of the deceased's shares. As a result, the surviving business owner is able to take control going forward, and the beneficiaries of the deceased are able to enjoy the value their loved one built up in the business.

This planning is best done alongside bespoke estate planning, including inheritance tax planning, to ensure that loved ones are appropriately and adequately provided for through careful Will preparation, along with other associated documentation.

Rose Macfarlane, Senior Associate Solicitor is a member of the Irwin Mitchell's Tax Trusts and Estates team based in Gatwick, which is versed in all aspects of bespoke estate and tax planning for individuals, business owners and families. You can contact Rose on 07867 131498 or rose.macfarlane@irwinmitchell.com.

Small innovations have massive impact

When we think of innovation, big companies like Google, Amazon, Tesla, SpaceX loom large in our imagination. However, does it always have to be ground-breaking and require massive investment and financial risk that only big companies can afford? Not all companies can be major movers, and the truth is that they don't have to be. Innovation can happen at any scale, anywhere ideas happen and, while perhaps not revolutionary from the technological perspective, the impact of small-scale innovation can be huge.

In the UK, small and medium-sized companies account for more than 99% of all businesses and play a key role in



economic activity. To stay competitive, they rely on research and development to create new knowledge in scientific and technological areas and apply this knowledge to create new products and processes, whilst reducing risk, costs and cycle-times.

They incorporate research and de-

velopment into their everyday activity, addressing immediate, day-to-day concerns to perform gradual improvements on existing products, processes and services. Continuous improvements are the most likely form the innovation takes place, which allows companies to advance different areas of their business to solve emerging problems and keep creating new value for their customers.

When it comes to innovation, no idea is too small, and no goal is too big. Keep investing in growth to further ahead your innovation journey.

www.randdtax.co.uk

Welcome to Sandman Signature London Gatwick Hotel

After a difficult 18 months for us all, we're looking forward to finally being able to welcome guests back for good with our reopening taking place on 4th November 2021. Following the initial lockdown, our team took the time to retrain, strategise and get ready to do business in an entirely new way. Spending months painting, deep cleaning and learning in order to provide our guests with the best possible experience.

Situated within ten minutes of Gatwick International Airport, after a few months of being open we were approached to assist with the Government quarantine programme. Supporting with the safe transfer of guests from overseas to our property where they completed their quarantine ahead of securely moving to other parts of the UK. Again, this was an entirely new challenge for our team and one they rose to the challenge of.

Our beautiful well equipped 151 bedrooms are all being prepared to welcome back guests whether for business or pleasure. We are also excited that our Shark Club Gastro Pub will be reopening on the 4th too, where guests can enjoy a range of daily specials and so much more.

The Sandman Signature London Gatwick's Business Centre is the perfect



space to hold meetings and events, with its own dedicated bar, toilet facilities and several meeting rooms allowing up to 200 delegates to get down to business.

We invite you to enjoy your time with us, safe in the knowledge that team and guest health and safety remain our highest priority. With that, we are pleased to introduce our newly developed Sandman Signature PureClean Promise, a programme created to elevate our ex-

isting high standards of hygiene and cleanliness procedures.

Contact Jane Axford our Sales Manager to make your bookings, find out more about our RSVP rewards scheme or for any queries you may have via sales_gatwick@sandmanhotels.co.uk or 01293 846726

www.sandmansignature.co.uk

Meet the new chief executive of Sussex's largest college group

Andrew Green introduces himself and reflects on the important role Chichester College Group (CCG) can play in supporting Gatwick Diamond businesses in their post-pandemic recovery.

I'm honoured and privileged to have taken on the mantle as chief executive of CCG – which covers five colleges (Crawley, Brinsbury, Chichester, Haywards Heath and Worthing) as well as an extensive portfolio of commercial businesses, First Steps nurseries and international students.

With a turnover of £70million, we're serving the needs of around 20,000 students, including adult learners and apprentices.

I've served as deputy chief executive at the organisation for the last 11 years, so I know and understand our market and customers, including our Gatwick Diamond businesses, very well.

I graduated from Nottingham University with a chemistry degree, and went into retail management via a graduate trainee scheme. I retrained as a teacher in 1996 – starting at what was then Brighton College of Technology (now GB Met).

Although I enjoyed my retail career, when I started working for a college I found my passion. Further Education colleges do more than provide qualifications – they offer opportunities that change people's lives, and people of all ages, backgrounds and academic ability. That's what matters to me.

I joined Chichester College as deputy principal after 10 years in Brighton, leading the college to Ofsted outstanding in 2014 and in 2020 – this time as a group of multiple colleges.

But I'm not just an educator. I've built and run my own businesses, so I understand the pressures facing employers. I bought Brighton Film School in 2011, taking it to a business with a £1.1million turnover before I sold it. I own a property



Andrew Green

company and, with my wife, set up a boutique lingerie shop in Chichester which is thriving (www.smitten121.co.uk).

That's why my educational ethos is based on developing the skills and confidence of our student. The qualification is important, of course, but it's just as important to see them develop in themselves, ensuring they can go on to achieve their ambitions.

The days of having 'careers for life' are, generally speaking, a thing of the past. It's important that we, as a college group, provide people with transferrable skills that will enable them to grow.

Colleges are placed at the heart of the communities, and the UK needs our colleges more than ever before. We have to come together to help our young people and adults to train or retrain to meet our skills gaps, rebuild our economy and our communities.

I'm looking forward to working with all Gatwick Diamond members to help develop your business, find you the talent of the future and to engage with you as we inspire young people and help them find their path, their future.

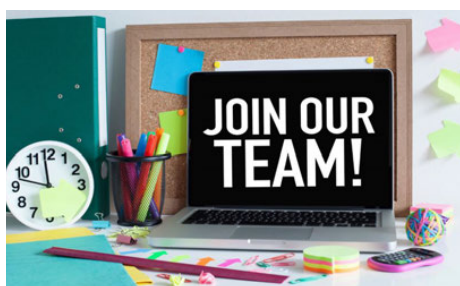
www.chichestercollegelgroup.ac.uk

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Hiring in a tight labour market

Job listings have hit a record high in the UK this year. Employment has been turned on its head, with the balance of power now resting with candidates. These are my top tips for recruiting in a tight labour market.

1. Running an ad and waiting for candidates is no longer enough. Many of your respondents are likely to be people that are just fulfilling the requirements for job seekers allowance, are not qualified for the role, or are just seeking leverage



for their current position. Engage the help of your team, business connections, friends and family to share your ad within their networks.

2. Even though Covid has complicated the interview process, I recommend having both virtual and in-person interviews for your top candidates. Technology can't always facilitate real human connection and interaction.

3. The recruitment process needs to include marketing your business as a desirable place of employment. Be clear on your vision for the business and why it's a great place to work and be prepared for a more hands-on selection process to create excitement around the role. A phone call from you to your top candidates, rather than a generic email, is a good way to start building that excitement.

4. You may need to consider candidates you wouldn't have accepted before. Be prepared to develop their skills.

5. How can you maximise productivity of your current employees? Instead of hiring another senior team member, could you hire a more junior person to free up time from administrative tasks for a senior employee?

6. This situation isn't going to get easier anytime soon, so get proactive about raising your company's profile on social media – that way when you need to recruit, more people will be familiar with your business.

Daniel Ryan is a High-Performance Business Coach and owner of ActionCOACH Horsham. You can reach him on danielryan@actioncoach.co.uk to book a gifted coaching session.

Local accountancy firm appoints new VAT director

Carpenter Box, a leading accountancy firm based in Sussex, has appointed Damon Wright, a professional with over 20 years of experience, as its new VAT director.

Damon, who lives in nearby Burgess Hill, specialises in providing indirect tax and VAT services. He has worked extensively in the travel sector advising airlines, tour operators and travel agents on general indirect tax and VAT issues, as well as the Tour Operators Margin Scheme and international business structures.

Damon joins Carpenter Box to head up its VAT practice and deliver high quality advice to clients including small to medium sized businesses, as well as large corporates.

Having previously held senior positions at a variety of accountancy firms, including one of the 'big four', as well as in-house roles at Virgin and Thomas Cook Group Plc, Damon has a great deal of expertise that will stand him in good stead at Carpenter Box.

"I was attracted to Carpenter Box because it is a forward-thinking, well-established and well-reputed accountancy practice with a long history of serving companies in the local area, both large and small," said Damon.

"My remit at the firm will include advising on any VAT issues, including land and property, international trade, HMRC enquiries and inspections, compliance, corporate governance requirements and operating in new or undefined regions.

"I am settling in well; everyone has been extremely welcoming and there is a great atmosphere."

Damon will work closely with Carpenter Box's tax, audit and business services teams to offer a joined up, holistic service to its clients. He plans to grow the VAT practice, whilst continuing to service the firm's existing client base, and is already looking to expand his team.

Stuart Noakes, Head of Tax at Carpenter Box, added: "Brexit is creating ongoing challenges for companies that want to trade internationally and these are



Damon Wright

only going to intensify as the UK adjusts to what becomes the new norm. So, we are delighted to welcome somebody of Damon's calibre. I wish him every success in his new role."

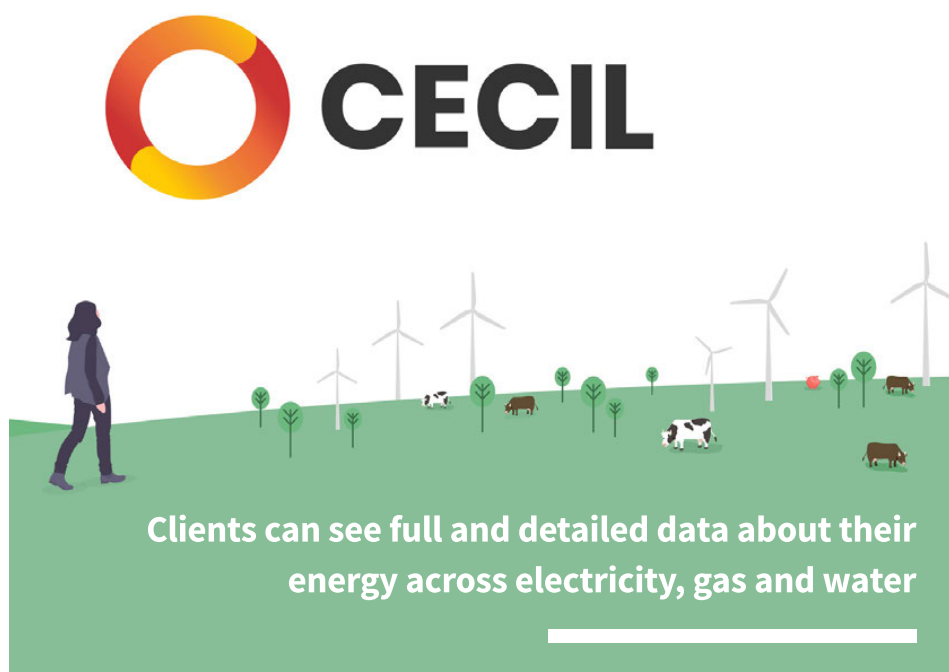
For more information about Carpenter Box, please visit: www.carpenterbox.com

New beginnings...

With all the recent news about soaring energy prices, why complicate things more by making it hard to see how much energy you're actually consuming? Control Energy Costs, leading UK energy and water consultants, has launched their exciting client portal 'CECIL' which can help you understand your costs, reduce energy wastage and put you on the right path to net-zero.

Whilst CECIL has been around for many years, the CEC team have now completely redesigned and rebuilt the portal making it easier for clients to actively manage their energy account. All in one place, clients can see full and detailed data about their energy across electricity, gas and water, including contracts, billing and usage. This way, you can save money by studying the energy efficiency of your company. We all like to know where our money is being spent and the portal makes it clear.

There are many perks to the newly designed CECIL portal. It has a clean and user-friendly dashboard which shows,



how much is being spent, billing issues, a support centre, a meter data centre and much more. What's even better, is that you have direct access to reports for electricity, gas and water and have the option to display the data in tables or charts, whichever you prefer. All these features were created with

the user in mind, making the process seamless and easy.

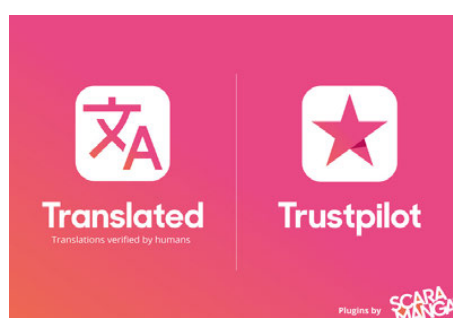
Achieving net zero is crucial now more than ever and Control Energy Costs is taking all the necessary steps to tackle global warming and climate change.

<https://cec.uk.com/>

We're going plugin crazy!

Most people dread the lengths they have to go through in order to get content translated to another language. From the copying, to pasting, to converting, to copying again. It can all be a little tedious for some. Especially if the content is for an entire website.

The Scaramanga tech wizards have tackled this hurdle by creating a plugin for Translated.com that is simple and user-friendly for website owners. Translated is an online platform that consists of more than 250,000 translators who convert content to your desired language. Any Craft website owner would find the Translate plugin super helpful and efficient. The process is simplified and all you have to do is: Select a page. Click the Translated button. Send it to the translation service and then approve



the quote. Finally, you will receive the translated content back directly in Craft. That's all!

The Translated plugin puts content authors in full control and saves time. Translate what you want, when you want. Whether that's an entire website or a single page. With 195 languages covered and 40 areas of expertise, the Translated plugin is perfect for main-

taining the content for multi-language websites on an ongoing basis.

Separately, Scaramanga has also created a Trustpilot plugin too. We all like to see what real people have to say about a company and Trustpilot shows us just that. With the plugin you can manage and control how the reviews for your company are displayed on your website. The best thing about the plugin is that it isn't opinionated, it does not come with any widgets installed which allows the user to have complete control on how they want the plugin to be displayed on the website. Our plugins have been designed to make life easier for business owners.

scaramanga.agency

The essential challenge of achieving Net Zero aircraft emissions

How does Gatwick and the UK aviation sector plan to support UK climate change targets?

Sustainability is one of the most important issues facing society, not just aviation.

As consumers are doing across other sectors, an increasing number of passengers will look closely to see what the aviation industry is doing so it is vital the sector can demonstrate clear action in this area.

Gatwick has made good progress and achieved a 50% reduction of direct emissions from the airport by 2018. It is now aiming to achieve an 80% reduction by 2030 and 'net zero' before 2040, similar to other major UK airports.

Achieving net zero carbon emissions from aircraft will be a more difficult challenge, however. There is no single silver bullet. A broad range of measures must be deployed and phased in over time as part of a long-term strategy that the entire UK industry has embraced.

Roadmap to Net Zero

It reflects how important the UK sector takes this issue that together it was the first national aviation industry anywhere in the world to give a 2050 commitment to reach net zero for aircraft carbon emissions.

Sustainable Aviation (SA) is a UK industry coalition including airlines, airports - including Gatwick - and aerospace manufacturers. Its Net Zero roadmap targets at least an overall 15% reduction in net emissions (relative to 2019 levels) by

Gatwick has made good progress and achieved a 50% reduction of direct emissions from the airport by 2018



Tim Norwood

2030, and a 40% net reduction by 2040.

The pace of decarbonisation will also ramp up as game-changing sustainable aviation fuels (SAF), permanent carbon removals, and new low and zero-carbon technologies – such as electric and hydrogen-powered aircraft – are scaled up and become mainstream.

Low and Zero carbon technologies

In the medium term, new electric, hybrid, and hydrogen engine technologies have great potential to deliver zero emissions – as we have seen with the recent evolution of road vehicles.

Sustainable Aviation Fuels

Sustainable Aviation Fuels (SAF) are a more immediate and long-term solution however and can be used in existing engines and require no modifications to aircraft or refuelling infrastructure.



Global agreement will be key as effective market-based carbon pricing, offsets and removal mechanisms must also be developed

Developed from sustainable feedstocks like waste oils, fats, and even solid waste like everyday household rubbish, they are ready to go – provided there is sufficient Government backing.

Smarter flight operations – modernising airspace

Redesigning our airspace and using new navigation technology will also generate significant carbon savings from aircraft emissions by making flying more efficient - leading to less airborne holding, fewer miles flown per aircraft and less fuel burn.

A major project to modernise is already underway and could be complete by the mid-2030s.

International cooperation

Aviation however is a global industry and requires global solutions to avoid simply moving emissions from one

country to another.

Global agreement will be key as effective market-based carbon pricing, offsets and removal mechanisms must also be developed which – alongside new carbon removal and storage technologies – can reduce the remaining residual emissions to net zero.

Achieving Net Zero by 2050 is within the aviation industry's reach, but it will require significant support from Government, major investment in new technology and cooperation and urgency at an international level.

Tim Norwood
Planning, Sustainability and Corporate Affairs Director
Gatwick Airport

www.gatwickairport.com

HRH The Princess Royal makes TIME to celebrate in Burgess Hill

Many companies struggle to hang on to good employees. But in Burgess Hill on Wednesday (September 21), HRH The Princess Royal helped one celebrate the fact that few apparently want to leave!

Fifty-two of the 98 local staff at world-class manufacturer Time 24 have collectively put in more than 900 years service with the firm – an average of 17 years each.

Such continuity of service was a significant personal and professional milestone, said Time 24 Director and Co-founder David Shore. More than that, the team's loyalty had been key to building the company's global reputation. So, he was delighted their achievement had been recognised by Her Royal Highness who visited to present long service awards.

"In the sectors in which we operate, de-

pendability and consistently high standards are key and we must rely on our staff to perform as a team to the best of their ability, each and every day," said David. "We know we are very fortunate in having such a dedicated, skilled and lovely bunch of people – some of whom we've known from the very earliest days of Time 24. Our success is very much their success."

Time 24 has shown spectacular growth recently, expanding 85 per cent since 2017. It supplies components to clients operating in high-safety environments, including civil and military aircraft, public transport and cancer treatment centres. Notably, it has provided wiring and electronics for more than 30,000 UK rail carriages, 500 aircraft simulators, 1000 radiotherapy machines and over 1000 microchip manufacturing machines.



HRH meets the directors

Established in 1987, Time 24 now also operates a manufacturing site in the Czech Republic, but it is in West Sussex that David and co-founder Mark Willifer, have really embedded themselves and the company in the life of the community.

www.time24.com

Time to get back together and away from the screen



These sessions have brought teams together when some have not seen each other in person for over a year

Sussex Wildlife Trust is delighted to be running some of their face to face events with real people once again, sharing our joy of wildlife and helping our local community take action for wildlife whilst benefiting their own wellbeing.

We have welcomed back our Nature Tots connecting 3-5 yr olds with nature at Tilgate Park, Woods Mill and Rye Harbour. The children learn to become confident in the outdoors, explore their natural surroundings, and take part in wildlife themed activities. It provides a great opportunity for them to have fun in the natural environment, encouraging an early interest in wildlife and the great outdoors.

Corporate groups have also been taking part in our Work for Wildlife programme undertaking important conservation tasks with the Gatwick Greenspace Partnership, and our Beach Clean coordinator supporting their local community and their team's wellbeing. The companies have helped with important habitat management, and inputted

into the national litter survey to make a real impact for local wildlife. These sessions have brought teams together when some have not seen each other in person for over a year, developing team-building, creative discussion and fun.

Our passionate Communities and Wildlife team are also hosting our popular walks again including a wonderful Netwalking event for Gatwick Diamond Business where we saw an array of dragonflies, butterflies, birds and insects whilst catching up and sharing news with fellow gdb Members. It was lovely to see you all.

As summer becomes a distant memory don't lose your connection with nature and the wellbeing benefits it provides. Remember: it's not bad weather, it's bad clothes!

If your company is interested in working with Sussex Wildlife Trust and creating a bespoke partnership so you can make a real impact please contact Louise LouiseCollins@sussexwt.org.uk

Would you LOVE to have more Energy?

If the answer is YES, the chances are that you've already done some obvious things to help, such as having a few early nights and improving your diet. But if you're still looking for a solution, the good news is that there are many things you can do to lift your levels.

Here's a few tips to get you started:

- Where you can, choose to be around lively, positive people and avoid negative / miserable ones. States are contagious. (Most of us will have experienced starting yawning after seeing somebody else doing so, right?) So best to be around people who exude a positive energy.
- Language matters. Words that describe tiredness make it worse (by reinforcing the neural pathway) so no more talk of tiredness, exhaustion, drained, knackered or the F word. (Fatigue).
- Use your voice! If you make your voice tone sound energised your brain will



Jo Sawkins

believe you're feeling lively and give you more energy.

- Appropriate exercise is good. But pushing through when you've done enough is bad. NEVER do this!
- Deal with stress, and ask for help, if needed, or it can be an energy sapper.
- Posture check! A hunched stance puts your body in Fight or Flight mode, re-

leasing hormones that (unless you take a burst of activity) will accumulate and leave you feeling lethargic. An upright, alert 'Power-Pose' whether standing or sitting will lift your energy and mood.

- Make time to engage in things that bring you happiness!

If you're struggling with your energy levels, whether it's general tiredness, through insomnia, Chronic Fatigue Syndrome, Post Covid Fatigue, or any health condition, please get in touch. Let me help you rediscover your radiant energy!

Jo Sawkins is a fatigue specialist and provides a range of Health and Wellbeing solutions to help individuals and staff stay or become well, physically and mentally. Helping to reduce sickness related absence and retaining staff who would have lost their job through illness.

www.wingswellbeing.co.uk

Richard Place Dobson sponsor the launch of Diamond Alumni with a celebratory networking lunch event

Richard Place Dobson (RPD), Crawley based Chartered Accountants, and Business Advisors sponsored the inaugural event of Diamond Alumni. This prestigious new members club is exclusive to Gatwick Diamond Business Award Winners, Sponsors and Partners.

To mark the opening on the 1st of October, local businesses from Gatwick, Crawley and surrounding areas gathered together at The Grand Hotel in Brighton to launch Diamond Alumni with a lunch and networking event, whilst also looking ahead to the return of the awards for 2022.

Matthew Tyson, Managing Director at RPD, was given the opportunity to introduce keynote speaker Lara Morgan, British Entrepreneur, Investor and Inspirational Leader, at the event. Matt said: "RPD was pleased to sponsor and support the first Diamond Alumni event,

and it was a privilege to introduce Lara Morgan, who gave a motivating and inspiring speech."

RPD are a long-standing member of the Gatwick Diamond Business community, and it's allowed them to meet lots of like-minded and positive people. Many of the connections that RPD uses today, either for their own business or for their clients, have been driven through GDB. Therefore, the Diamond Alumni will be a valuable extension of this community.

Matt said: "I look forward to seeing what Diamond Alumni has in store for us as I'm sure they will provide many exciting networking events and exclusive opportunities for members."

If you would like to discuss any of RPD's services, please visit their website www.placedobson.co.uk



Matt Tyson

Think about someone else for a change!

I was fortunate enough to have the opportunity to speak briefly to the room at the second gdb business breakfast event last week. I wanted to follow-up and share some pointers about online accessibility in print too!

One in four of you reading this has a disability or learning difficulty. The best part of 2 Billion across the world do (that's this many zero's: 000,000,000). The numbers are hard to compute - 80% of those impairments are invisible to everybody else. From my perspective as a website maker, that's a quarter of all of your audience that are lost if your website isn't accessible to people with those impairments. 80% of all news websites are inaccessible. Two out of every three e-commerce sites are inaccessible and 70% of public service websites are inaccessible. These websites are disabling what are now basic human needs online. People are unable to communicate with friends, find restaurant opening times,



book tickets in advance and on and on.

Why should you care? Believe it or not, there is a moral obligation to ensure you are considering the needs of all of your customers. There is also a legal one - all commercial entities are obliged to

make their websites accessible under the Equality act 2010 and Public sector organisations under the Public Sector Bodies regulations. That said, as a business owner or CEO, there is a fair chance you are a psychopath (google the stats). Luckily for you, as well as the ethical obligation to provide equal access for all, there is a huge commercial benefit.

The 'purple pound' in the UK is estimated at £249 billion a year. Globally, you are potentially ignoring a market of 1.85 Billion people (bigger than the population of China). As well as reaching this market, an accessible website will improve your performance online in myriad other ways.

Follow us online @HuxleyDigitalUK for more specific insights. We like to put the promotion of a more inclusive internet at the heart of what we do at Huxley so shout about it as much as we can.

Charlie Piper - Financial Adviser with Invictus Wealth consultants

Great to be part of the gdb Group and look forward to meeting you all at the upcoming events. As I am new to the gdb community it would be best for me to give a brief history about myself and how and why I came into the world of financial advice.

Previously I have played professional rugby for Harlequins RFC. As well as winning the U20 world cup with England. From there I travelled over to New Zealand and Hong Kong where I had my first experience in helping people with their finances.

Having returned to the UK and with experience behind me I wanted to be able to help people. I studied and trained with St James Place academy and then met Lloyd Magee at Invictus Wealth Consultants.

From the off Invictus Wealth consultants, had a unique philosophy and their

drive to help and make a difference in people's lives was what I was looking for. One of my own main ambitions is to help educate people and businesses about their own finances. With an open and honest approach which lends to then creating a set plan and goals with both individuals and businesses, which is line with my own goals it was a good match.

We also specialise in working with companies of all shapes and sizes, from teams of 1-10 to companies of up to 100,000 people. Providing complementary financial wellbeing clinics and seminars. With some of the larger companies we have worked with being CHANEL and John Lewis, as well as working with mid to smaller sized companies around Sussex, Surrey, and London.

Financial wellbeing within the workplace is often overlooked and contributes to someone's overall mental well-



Charlie Piper

being. This is an area at which we are especially passionate about.

I plan to take my people and leadership skills from the pitch into the industry and look forward to getting to know and help people within the community and beyond.

www.invictuswealth.co.uk

Midnight scoops GOLD for best Public Sector Campaign Award

Midnight Communications has added yet another gong to its heaving awards cabinet with an award for best Public Sector Campaign at the recent CIPR PRide awards.

The agency was recognised for the team's outstanding work on behalf of its client, public sector and civil service membership club, Boundless.

The team developed a creative integrated campaign to boost awareness of Boundless and its role as a champion for the public sector and civil service through ownership of Public Service Day, supported through PR, film, research, advertorial, social media and public affairs.

Joint Managing Director Flo Powell commented: "Life has been incredibly tough for those working in public service over the last couple of years with Brexit and then the Covid pandemic

creating a perfect storm. Our campaign aimed to turn that on its head and celebrate public service in all its glory, charting an increase in appreciation and restoring pride.

"I'm hugely proud that our team took home the gold award for best Public Sector Campaign – it was a tough category. Our focus is always coming up with fresh ideas and nothing motivates us more than achieving great results on behalf of our clients."

The CIPR PRide Awards recognise the outstanding talents and achievements of public relations practitioners across the UK's regions and nations. They are the most prestigious and rigorous awards of their kind.

For more information, please visit www.midnight.co.uk



The Grand welcomes Brighton's only Golden Keys member to the concierge team



Joe McGinn

The benefits of being a Golden Keys member are endless, not only for myself but for my clients and the hotel guests

The Grand Brighton Hotel has welcomed a key new member to its ever-growing team as Joe McGinn joins as Guest Experience Manager-Head Concierge.

Joe, who has 14 years' experience in the hospitality industry, is currently the only person in Brighton – and one of only two Les Clefs d'Or members in Sussex – who is part of 'The Society of Golden Keys of Great Britain'.

The new recruit joined the elite society and obtained his Golden Keys in 2019 after a rigorous application process, strict entry requirements and interviews.

Joe said: "The benefits of being a Golden Keys member are endless, not only for myself but for my clients and the hotel guests. My role as Head Concierge means that no request is ever too much, I am here to help guests before, during and after their stay, and provide tailored recommendations to ensure they enjoy their time at The Grand.

"The Grand is such a prestigious ho-

tel in Brighton, so I am thrilled to have joined the team and I have already had a really warm welcome. Although hospitality is a fast-paced industry, my colleagues make it look effortless and ultimately this is our final goal.

"I'm proud that I am able to bring something special to The Grand, being part of the society is a form of recognition in my profession and it is something I have always wished to achieve."

Being a member allows Joe access to a network of concierges from across the globe, monthly meetings in London and the opportunity to network and build contacts and relationships.

If you're visiting the hotel, be sure to say hello to Joe, he'll be at the front of house and you might spot two golden crossed keys on his lapel – a sign of his achievement.

www.grandbrighton.co.uk

MEMBER SPOTLIGHT



Name: Mark Vaesen | **Business name:** Tomango | **Member since:** March 2019

Description: We're brand and web design experts. We help businesses grow by getting more of their perfect customers, by making sure they have the right brand image and digital presence.

"The value of business we've had from gdb is in the tens of thousands of pounds."

1. What appealed to you about joining gdb?

At the start of 2019, I realised I needed to reinvigorate my personal network, which I'd neglected for too long. I was recommended to gdb by a client of ours who was a long-standing member who said how good it had been for them. One of the big things that appealed to me was the mix of different businesses; I knew I'd have the chance to meet some really good people.

2. What was the thing that surprised you about gdb?

I suppose the thing that surprised me was just how welcoming I was made to feel. From the first minute of the first meeting I went to, I could tell there was a really positive, friendly atmosphere.

3. What's the biggest single thing you've got from being a member of gdb?

The weird thing is, I don't think I've had a single piece of work or new client directly through gdb. But the connections I've made, over time, have generated plenty. I'd estimate the value of business we've had indirectly from gdb to be in the many tens of thousands of pounds.

4. What difference has being a mem-

ber of gdb made to your business?

Back in 2019 my business was, frankly, not in a great place. Today, things are much, much better and the future looks bright. We're as busy as we've ever been, and there's plenty in the pipeline. And it's all the right sort of work, which means we're not just busy fools – we're making a good profit. Being a member of gdb has contributed massively towards that.

5. gdb puts on lots of different types of events - what's your favourite?

I've always liked the Networking At Ease lunches – where you have your first course at one table, then swap around so you have your next course with a completely different set of people at another table. It's intimate enough to really get to know one another, but the format means you probably get to meet 20-30 people over one lunch. And the food's always really good too – that helps.

6. What's different about gdb compared to other networking you do?

I've done a lot of networking over the years, and the thing that makes gdb different is that although we all know why we're there, and there's always a professional element to it, the events are genuinely good fun. I'll

admit, sometimes I have to muster up the energy to go – in the middle of a busy week or something – but I never regret going, because it's always enjoyable.

7. What's your top tip for getting the most out of networking?

My top tip would be: Give First. Be helpful to everyone you meet, even if it's not immediately obvious how you can help each other. I think that's how you build genuine relationships, and most people like to return that help at some point, if they can.

One other thing that works for me (if I'm allowed two) is to have a clear idea of what sort of business tends to be good for me to have in my network. I'll keep an eye out in case I meet someone that fits that profile as it's worth seeing whether there's value in arranging a separate, one-to-one follow up.

8. Besides the events, what else do you get out of your gdb membership?

This magazine's always been a great way of raising our profile. If you've got a good news story, Mandi's always gently reminding me to send it her way so she can share it – I really ought to hire her to do our PR!

Unlock a world of business opportunities with Gatwick Diamond Business

For more information email mandi@gatwickdiamondbusiness.com

Chevronshop.com – ‘highly visible’ for 15 Years!

Chevronshop.com is celebrating 15 years of support for vehicle safety

The online resource was one of the first businesses in Britain to enable fleet managers to order essential high visibility markings and chevron kits direct through a website and has since expanded to offer a range of additional safety related equipment.

Since 2006, Burgess Hill-based chevronshop.com has developed a portfolio of over 470 products to meet the vehicle livery and chevron markings needs of highway users and commercial fleets. Specialist advisors are in place to advise on the use of prismatic and retro-reflective materials in line with Chapter 8 recommendations for different vehicle types and environments to ensure that the correct ‘R’ rating is used.

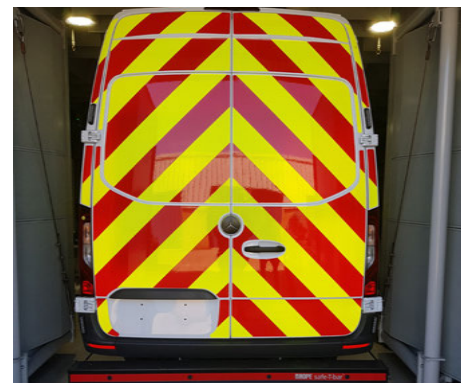
Lorraine Avery, Managing Director of the Bluelite Group, which includes chev-

ronshop.com, commented: “I am very proud of the growth of chevronshop.com over the last 15 years and more importantly the contribution the service has made to vehicle safety by making the ordering and fitting of approved high visibility materials easy and cost effective.

“As a company, we have a proud track record of working with many different sectors – including emergency services and frontline operators – to ensure vehicles use the most appropriate high visibility markings and livery so that drivers and other road users are as safe as possible.”

Among the company’s accreditations is the nationally recognised Cyber Essentials standard, which demonstrates that the Group has the necessary processes in place to offer secure services online.

Comments Lorraine Avery, Managing



Director of Bluelite: “Cyber Essentials is increasingly recognised among emergency services and essential highway fleets as a ‘must-have’ certification to minimise the risk of data and online systems being compromised. We are pleased to have this standard in place alongside our other accreditations for quality and environmental management.”

www.chevronshop.com
www.Bluelitegraphics.com

Cashflow Management Tips

With so much economic uncertainty in the world today, cash management is more important than ever. Here are a few practical steps that can be taken to improve your cashflow:

1. Credit Control

- Ensure you have suitable policies in place for the collection of invoices and a process for dealing with late payment
- Mitigate the risk of bad debts by running credit checks, introducing credit limits and consider asking for payment in advance
- Supplier payments – some business owners will prefer to pay upon receipt of an invoice, but suppliers will often provide credit terms that can provide valuable breathing space when managing cashflow. Terms can be negotiated and if you need time to pay suppliers or tax liabilities, the key to this is good communication, don’t just ignore requests for payment



David Crowe

2. Supply chain management

Effective supply chain management can aide cashflow by reviewing the basics:

- Agreeing terms in writing
- Taking advantage of prompt settlement discounts
- Cross checking invoices to purchase orders
- Being aware of contract terms and conditions and exit penalties
- Considering if you are getting the best available price, or are you over-reliant on one supplier?

3. Reporting

Cashflow forecasts and budgets are vital and enable you to track and control cash. If you can visualise where you will have cash “pinch points”, you will then be able to take steps to help manage these. A three-way forecast, consisting of a profit & loss, balance sheet and cashflow forecast, is a valuable tool that allows forward planning and helps business owners make informed decisions.

Regarding other planning steps, it is important to consider the mitigation of tax liabilities including corporation tax, VAT and PAYE. Robust planning at the outset can help reduce or change the timing of liabilities to your overall cash flow.

If you require any support with cashflow planning, we can help with understanding your numbers and how these impact your business and personal goals. Contact David Crowe, Senior Manager, at dcrowe@menzies.co.uk

Five Marketing strategies for home improvement businesses

The home improvement sector is made up of businesses as diverse as builders, bathroom designers and burglar alarm fitters.

It's a market which rocks between boom and bust on a regular basis. In such a changeable marketplace it's critical to have a brand and marketing strategy that can help you survive the lows and get the most from the highs.

1. Understand (and strengthen) your brand positioning

Identifying your brand position means understanding what your brand means



to your customers and comparing this to their perception of your competitors.

Once you understand your position you can fine tune your marketing to strengthen it.

2. Have great visuals

Wonderful, aspirational photos (or even videos) are essential in the home improvements market. You need to show potential clients how wonderful their home can be when they employ your services.

Professional photography can make a world of difference to your website, social media, HOUZZ listing...in fact to all your marketing.

3. Google optimisation

Home improvement businesses are usually targeting homeowners in a relatively local area. This means you have a great opportunity to rank highly in Google searches for your services in your local area. Case studies are a good way to do this.

4. Appeal to more sophisticated purchasers

When was the last time you purchased

something without checking out their website? Asking friends if they've used the company? Reading online reviews? Probably not recently.

A prospective customer might need between six and eight of these 'touch-points' before they go ahead with a purchase. Your marketing needs to consider which touchpoints are most relevant for your audience and brand position, then make sure you have them all covered.

5. Trust signals

These can include guarantees/warranties, affiliations to well-known industry bodies, Google reviews, word of mouth, influencer marketing, Facebook recommendations...the list goes on and on.

Find out more about marketing for the home improvements sector on our website: <https://www.tomango.co.uk/blog/home-improvements-marketing/> or call us on 01273 814 019 to discover how we can help you attract more of your ideal customers.

Kreston Reeves named as one of the UK's top accountancy firms

Accountants, business and financial advisers Kreston Reeves has been given the accolade of being named one of the Top Accountancy Firms in the UK for the fifth consecutive year by eprivateclient.

eprivateclient provides industry-leading research on the private wealth industry and each year it lists the top accountancy firms in the UK, promoting the UK's very best tax advisory firms.

Kreston Reeves provides financial planning, legal services, personal tax, retirement planning and pensions, and wealth management advice to high net worth individuals and families in London and the South East. The full range of services provided helps maximise and

protect wealth for individuals and their families and for future generations.

Daniel Grainge, Partner and Head of Tax at Kreston Reeves, comments: "We are delighted to be named by eprivateclient as one of the UK's top accountancy firms again this year. We use our in-depth knowledge and expertise across the firm to deliver a comprehensive range of services to our private clients. We listen to our clients, understand their concerns and aspirations for the future, and we tailor our support to their individual needs, helping to guide and shape their future."

www.krestonreeves.com



Smoking Cessation Help from Crawley Wellbeing

Most of us are aware that stopping smoking reduces the chances of lung cancer, heart attacks and other forms of disease from starting or worsening, but do you know how quickly you can start feeling better?

Below is a Testimonial from Adam who has been using our service over the last month:

"A big thank you to Julie & the team at Crawley Wellbeing (K2).

After struggling for many years by myself including the lockdown year, to quit smoking I found it very hard to quit by myself and after trying a few pharmacies with little to no success, I came to Crawley Well-being in K2 Leisure centre.

My goal was to rid myself of the pesky

addiction, understand more about why smoking creates a chemical dependency and to work on bringing about a healthier lifestyle.

The days and weeks that followed were a challenge, but I was determined to realise my vision of becoming fit and healthy again.

The help they provided coupled with the courage necessary to go from Step 3 NRT to Step 1 NRT completely improved my breathing, mood, sense of calm and serenity. I got myself back!

A huge thank you to the team at Crawley Well-being, I recommend them to all the smokers of Sussex, we all deserve a happier life. Good luck!"

A 'Cold Turkey' attempt is successful



only 4% of the time. An attempt on your own with Nicotine Replacement Therapy has a 1 in 5 chance of success.

With the support of Crawley Wellbeing, those chances of quitting successfully increase to nearly 50%.

Our service is free to all Crawley residents and workers, so if you want to stop smoking please contact us on 01293 585317 or at wellbeing@crawley.gov.uk

Top Tier ISO27001 Information Security Management from Extech Cloud



This latest achievement sets Extech Cloud apart from competitors

Information security is a serious concern for any business owner. Extech Cloud, which works with many different types of business in the South-East, including within the financial and legal sectors, has recently achieved recertification for the international standard, ISO27001 for Information Security Management.

"This accreditation helps reassure our clients that we can provide a high level of security, and has given Extech Cloud staff the confidence to detect security risks for clients, providing an extra level of protection" explains Extech Cloud Director, Andrew Hookway.

The BSI (British Standards Institution) auditor was very happy with Extech Cloud's security management system, finding it to be "extremely robust, well maintained and managed". When compared with others globally, it was found to be in the Top Tier for this accreditation.

The IT sector is fast-paced and continually developing and changing. Some changes will be made to the Standard and Information Security next year, with

ISO27001 undergoing a slight overhaul to bring it more up to date with current technology and capabilities.

"Extech Cloud has proven over the years that we are adaptable, and we are in a strong position to embrace these changes with the Information Security Management system and technical controls we already have in place" Andrew adds. "We strive to deliver an unmatched level of service to all our clients."

As well as showing the company in the top tier level of accreditation, this latest achievement sets Extech Cloud apart from competitors, as one of the few small to medium sized IT companies which has gone the extra mile to gain the ISO27001, with many stopping at ISO9001.

For support with your IT Security, or to learn more about Extech Cloud's ISO accredited Information Security Management system, contact the company on 01444 443200 or email info@extech.co.uk

www.extechcloud.com/contact-us

Big News: £3000 bonus scheme for businesses to hire digital apprentices extended until January 2022!

Creative Process Digital Apprenticeships will be given another huge boost after the Chancellor announced an extension on the bonus scheme for employers to hire apprentices. The Government will 'pay businesses to hire young apprentices' offering up to £3,000 for each apprentice with the aim to help protect, support and create jobs.

Young people have been hit hardest by the economic impact of the pandemic, so it's encouraging to know there is a plan in place that will give businesses the confidence to hire new digital savvy talent to help develop their digital capabilities.

Key Points for Employers

- The Scheme will run up until January 2022
- Accessible to any company that hires a digital apprentice
- Payment of £3000 to employers for each new apprentice



- Payments will be in addition to the existing £1,000 payment the government already provides for new 16 to 18 year-old apprentices
- In addition to the grant access up to £12k worth of digital skills funding per apprentice

The announcement is a clear endorsement of the value of apprentices for everyone in society and as Chancellor Rishi Sunak said in his statement: 'We know apprenticeships work, – 91% of

apprentices stay in work or do further training afterwards.' Hence apprenticeships will play a crucial role in supporting long-term employment outcomes.

"Local, digital savvy young people and employers have an important role to play in ensuring that we are developing connected and inclusive communities and enabling local people to be a part of the success story, BT Sport is supporting this by employing Digital Apprentices and bringing new talent into our business." - BT Sport

Don't miss out on this opportunity to grow and diversify your digital workforce. Hiring a digital apprentice and claiming the grant is simple - find out more at our next employer's briefing webinar.

Find out more:
www.creativeprocessdigital.com

Risks of using the same password and what to do

The majority of websites we access today require a login, which includes a username and password. Be honest with yourself - do you use the same password again and again, because it's all you think you're capable of remembering? Often, it'll be something like a child or pet name, easy to remember because it's simple right?

51% of people use the same passwords for both work and personal accounts.

It's not just you. But that doesn't make it okay. In fact, it's incredibly dangerous.

What will happen if I use the same password for everything?

Using the same password repeatedly makes it incredibly easy for hackers to break into your accounts and steal personal information if they get hold of your password. How many different accounts

use this same password? Think about how much they could access, emails, e-commerce sites, online banking, social media etc.

How do cyber criminals steal my passwords?

Cyber criminals break into a website, steal users email addresses and passwords from it, and try to log in to other sites using the email/password pairs they stole. The attacks work because many people re-use the same password on multiple websites.

A way to generate and contain secure passwords safely is via a password manager.

What is a Password Manager?

A Password Manager assists in generating and retrieving complex passwords



(so you don't have to remember them), storing them in an encrypted database and automatically filling login details on-demand, when you need them.

www.ingeniotech.co.uk



Prime Minister Takes On South East Home Builder's House Building Charity Challenge at The Conservative Party Conference in Manchester

The Prime Minister, Boris Johnson, has competed in a South East home builder's 'Ready, Steady, Build' charity challenge to build a house from over-sized blocks.

The time trial house building challenge is part of Sussex-based Thakeham's recyclable exhibition stand experience at this year's Conservative Party Conference in Manchester. The fastest time on the challenge each day of the conference wins a £100 cash donation to the charity of the winner's choice.

The fun experience is designed to encourage hundreds of delegates to engage about the issues surrounding sustainable community creation.

Rob Boughton Thakeham CEO said: "We were proud to welcome the Prime Minister on to the Thakeham stand. He showed a keen interest in the issues that we are here to engage on. And he proved to be a sharp-minded problem solver when it came to taking on our house building time trial.

"Here at Thakeham, we thrive on debating the crucial issues that will shape the sustainable communities of the future. We are here at the conference to listen and share our best insights on the zero carbon construction processes and sustainable working practices we are pioneering.

"Helping address the UK's housing crisis goes beyond the usual political divide, with all three major political parties committed to delivering more homes for future generations. With our industry-leading commitments, we want to be part of that conversation at all the main party conferences."

Thakeham has participated in all three political conferences this year to engage with delegates and key decision makers.

At the Conservative Party Conference in Manchester, Thakeham has contributed to fringe events discussing how SMEs



can address the housing shortage and the 'Environmental Crisis versus Housing Crisis'. Cabinet Ministers including Chancellor of the Exchequer Rishi Sunak and Deputy Prime Minister and Lord Chancellor Dominic Raab have also visited the Thakeham stand.

At this year's Labour Party Conference in Brighton, Thakeham participated in a fringe event discussing "How to deliver the future homes we need". The community creator also welcomed politicians including Chair of Labour Policy Review, Analise Dodds and Shadow Chancellor of the Exchequer Rachel Reeves to the Thakeham stand.

At the online Liberal Democrat Party Conference this year, Thakeham hosted a roundtable discussion on "How the Liberal Democrats can protect communities and still deliver homes". In previous years, Thakeham has attended and exhibited as a business at the Liberal Democrat and Conservative Party Conferences, together with the cross-party Local Government Association Conference.

Thakeham is also committed to driving change for UK Housebuilding. Before the pandemic, more than 300 property industry professionals packed into the Hilton London Gatwick Airport for Thakeham's annual "What's Next for Housing Construction?" conference. The conference brought housing professionals together to discuss key issues facing local authorities, planners and placemakers with the aim of seeking housing solutions that UK homeowners deserve.

www.thakeham.com

Here at Thakeham, we thrive on debating the crucial issues that will shape the sustainable communities of the future.

The End of Server 2012 is Nigh!

You know when your PC or smartphone needs an update – running slowly or not installing the latest software – But have you thought how your server is doing lately?

An old server can cause performance bottlenecks and put your business at greater security risk.

Support for Windows Server 2012 finishes on 10 October 2023

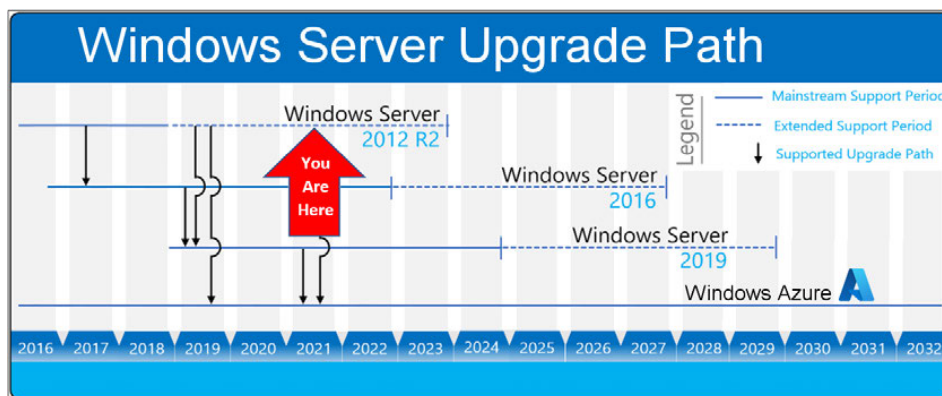
By this date you must have planned, budgeted, approved and finished implementation of any Server 2012 migration.

Running outdated operating systems exposes your business and your data to hackers, as they target vulnerable operating systems.

I am on Server 2012, what should I do?

There are several well-trodden paths for you to follow, each of which come with their own potential benefits and pitfalls:

Remaining with Server 2012 is insecure and unprofessional, and installing Windows Server 2016 only gives you an extra few years on the same slow server.



So realistically you have two choices:

1. An Expensive Shiny New Server. Upgrading to a new server running the latest Server Operating System is the traditional option. However it is expensive, inflexible and requires ongoing support, space and power.
2. A Brave New 'Cloudy' World. Migrating your server functions into the cloud, such as with Microsoft Azure, can be the ideal solution for businesses looking to remain operationally flexible and financially agile.

Here are 7 reasons why “cloud comput-

ing” has caught on FAST with more and more businesses, and why you might consider it too:

1. Work Remotely From Any Device
2. Simplify Cash Flow
3. Greater flexibility
4. Less Downtime and Fewer Problems
5. Compliance
6. Environmentally Friendly
7. Reduced Maintenance

Read more at:

<https://itgenie.com/category/blog/>

What does flexible working mean for you?

Change is certainly the new normal for business owners and while we're getting to grips with hybrid and flexible working, the goalposts continue to move.

Flexible working involves either an informal arrangement with employees about how and where they work or a legally binding formal agreement. The government's latest consultation on flexible working is likely to change what happens in the future though. Where employees need to have 26 weeks' employment before making a statutory flexible working request, the government may change this in 2022 to a 'day one' entitlement.

When recruiting, make it clear if the role is open to flexible working and keep in mind that there could be a legal obligation to agree to flexible working

under the Equality Act 2010. Existing employees may make flexible working requests based on the flexibility they've enjoyed in lockdown eg. taking time out for school pick-ups etc. With a tight labour market, businesses need to consider flexible working requests carefully.

An employer must also fulfil legal obligations around flexible working requests: review each request in the order that they are made, complete the process within 3 months and consider the business needs. Requests can be rejected for one of 8 reasons outlined in the legislation eg. the burden of additional cost or continuity of service provision. Employees are entitled to appeal if you reject the request.

Many employers are adopting hybrid working which is a combination of home

and office work and needs some practical considerations:

- Tailor the employment contract and policies to cover hybrid or remote working
- Protect confidential information and personal data
- Review health and safety implications and do Desk Space Assessments. (YouGov survey revealed 41% of employees have an 'inappropriate' working environment at home.)
- Review management and supervision
- Psychometric testing for remote working

Lots to think about in this changing world of work.

www.lochassociates.co.uk

Gatwick Station Upgrade

The Gatwick station upgrade is now over halfway to completion and in 2023 millions of rail passengers, commuters and airport users will enjoy better journeys and benefit from more space, improved accessibility and better station facilities, along with a more reliable train service.

- Over the summer the team completed foundations for all new lifts and escalators around the station, with steel-work structures for eight new escalators ready to be installed before the end of the year. This will significantly improve accessibility, step free access to platforms and connections with the airport for all passengers.
- Over 400m of realigned track was installed in September enabling wider platforms to be build. This will create more space allowing passengers to board and alight trains more quickly, reducing delays and supporting a more reliable train service.
- Work to build the second, bigger railway concourse is due to start in early 2022: an impressive steel superstructure will tower above the station platforms, as a new entrance into the Airport.
- The transformation of the existing



concourse also continues at pace while the station has remained open to passengers.

- A second tower crane was installed on the compact site behind platform 7, which will also enable the construction of a new lift and stairs on platforms 3 and 4, and a new Back of House building for station staff.

Once complete, the upgraded Gatwick Airport station will be an impressive gateway into the UK and it will help drive the recovery of the local, regional and national economy.

www.networkrail.co.uk/gatwick

gdb Member, LED-UK Lighting Ltd, supports fight against Covid-19

LED-UK Lighting Ltd recently supplied Eastbourne Chamber of Commerce new equipment to keep its customers and staff safe from viruses such as Covid-19.

Studies show that pathogens, including the Covid-19 virus, often transmit through the air in tiny, aerosolised droplets, which is then breathed in. To significantly reduce the risk of new infections, air purification based on UV-C is a most effective method. The Chamber has secured a number of these ultraviolet air purification units which will be used to continuously purify the air especially in the areas frequented by the public. This air purifier is specifically designed to target Covid-19 and was supplied by

LED-UK Lighting Ltd., an Eastbourne based company and will help to achieve a biologically safe building.

Ventilation systems are often the pathways of bacteria, viruses and other microorganisms. Polluted air moves between rooms increasing the risk of infection. The purchase and installation of the UV-C air disinfection systems significantly reduce the risk of infection and reduce the level of discomfort caused by the respiratory system of people in the rooms.

In addition to the air purification units, the Eastbourne Chamber has also purchased from LED-UK Lighting, a number of ultraviolet disinfectant lamps. Utilis-

ing ultraviolet rays, the lamps kills the DNA of viruses such as COVID-19, SARS and influenza along with bacteria, pathogens. These disinfectant lamps can sterilize a room within minutes and will be use in conjunction with the ultraviolet air purifiers to ensure all that enter their officers are safe.

The UV-C disinfection technology kills 99.99% of all known viruses (including COVID-19), bacteria, pathogens, and micro-organisms, all in a matter of minutes.

LED-UK Lighting Ltd is a UK supplier of UV-C disinfection technology and installer of LED lights and components. For more information www.led-uk.co.uk

What are the benefits of a Managed Print Service?

A Managed Print Service (MPS) is a service specifically designed to streamline office printing, remove burden, and optimise the overall print environment. It allows users to reduce total printing costs, improve workflow and reduce overheads by not only providing ongoing management, but also monitoring and device service and support, onsite and remotely.

Here are just a few ways an MPS solution could benefit your business:

1. Reduce maintenance costs

Connect all devices to one monitoring system to ensure not only just-in-time delivery of replacement toners, but also timely repairs, should these prove necessary.

2. Greater control

User customisation and personalised workflows can be set up for specific individuals or departments to gain

greater control over print use across the organisation.

3. Reduce paper consumption

Print authentication solutions can be integrated to remove the possibility of unauthorised machine usage. This invaluable feature helps to optimise document output and reduce paper consumption.

4. Enhanced document security

Access codes or even biometric authentication can be used to minimise the risk of documents being stolen, and the MFP can be programmed to provide an audit trail of what is printed and by whom.

5. Simplified print management

All the onerous service and support issues are outsourced, which frees up time for your IT staff to get on with important tasks that will help boost your profitability.

6. The shift to digitisation

Automate paper-based processes with digital workflows to save time and resources across your teams.

7. Print on-the-go

Regardless of location users can send a print job directly from their devices - even if they use multiple devices across multiple platforms.

8. Cost effective solution

Uncover the hidden costs associated with devices that include copiers, printers, scanners, and faxes, as well identifying cost-saving opportunities throughout your entire organisation.

If you need help with your print and IT challenges then we're here to help, please contact us - 0207 101 0096.

www.itdocumentsolutions.com

PDT Solicitors is ranked a Leading Firm by The Legal 500 2022 in 8 practice areas

The recently published 2022 edition of The Legal 500 has ranked PDT as a Leading UK Firm in 8 practice areas: Banking & Finance, Commercial Real Estate, Corporate & Commercial, Debt Recovery, Insolvency & Corporate Recovery, Commercial Dispute Resolution, Public Sector and Asset Based Lending.

In addition, and for the second year running, Noel Ruddy, our Head of Corporate, has been singled out as a leading individual in both corporate and commercial and asset based lending.

James Clewlow, Dawn Shadwell, William Angas, Rebecca Glazebrook, Jane Bowden, Ian Lindley, Craig Burton, Gail Morris, Holly Goacher, Ben Ashworth, Justin McConville, and Gina Hope have all been singled out as recommended lawyers in their fields.

Managing Partner, James Clewlow commented "These results are fantastic and reflect the quality of the work we do as a firm. I've said each year on the publication day that 'there is more to come' and this year demonstrates this with our improved



and increased tier rankings... and yes, there's more to come!"

The Legal 500 is an independent guide and firms and individuals are recommended purely on merit following interviews by the Legal 500 team with clients and professionals who work with practices. The Legal 500 Series, now in its 35th year, is widely acknowledged as the world's largest legal referral guide.

These rankings reflect PDT Solicitors'

strong commercial approach and its ability to deal with complex transactions, consistently attracting high quality, high value work.

You can view more details on the ranking and read the practice area recommendations in more detail on the Legal 500 website.

www.pdt.co.uk

Recycle your Christmas Tree for Chestnut Tree

This year, businesses and residents in Sussex can get their Christmas trees collected in return for a donation to Chestnut Tree House children's hospice, who support children with life-shortening conditions and their families.

Christmas is a busy time for everyone, and this initiative is a great way to dispose of your Christmas tree in a hassle-free and environmentally friendly way, whilst also supporting your local community.

Are you looking for a team-building opportunity?

Chestnut Tree House are also seeking individuals and businesses with vans, lorries, and everything in between to give their time to the Christmas Tree recycling scheme. If you're looking for a team-building opportunity, then this is perfect for

you! If you would like to get involved, please email volunteers@stbh.org.uk.

Make a difference

Whatever way you get involved with the recycling scheme, you can be sure you are making a big difference to your local children's hospice. It costs over £4 million each year to provide all the care services offered by Chestnut Tree House. Families are never charged for their care and only a small proportion of the hospice's care costs are funded by central government, so they rely heavily on the generosity, help and support of people like you.

To check if a collection is happening in your postcode and to get your tree collected please register via Just Helping, a UK charity founded in 2012 who are



working with Chestnut Tree House to raise much needed funds this Christmas. Once signed up to the scheme, volunteers will collect the Christmas trees between 08 - 11 January 2022. Visit www.just-helping.org.uk/register-tree to sign up now (registration closes mid-night Wednesday 05 January 2022).

Stocks in environmentally-minded firms fare better than their polluting peers

Companies with better-than-average environment performance gave investors better returns and lower risk than their competitors, a new study by the University of Sussex Business School found.

On average a portfolio with the best-performing environmental stocks could have up to 7% superior annual returns than a portfolio with highly polluting stocks, while the risk of environmental stocks is around 30% less.

The findings suggest investment in environmental stocks would improve the efficiency of financial markets and provide strong justification for investors to select environmental stocks in a typical min-variance portfolio analysis.

The research adds further justification for policies that seek to lower greenhouse gas (GHG) emissions by not just halting environmental degradation but improving the performance of markets around the globe.

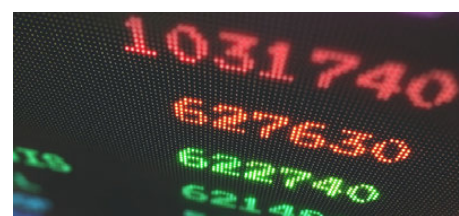
The authors compared market-based returns and risks of stocks for environ-

mental and non-environmental companies using data on the performance of firms in the S&P 500 between 2005 to 2018. Companies were considered environmental firms if their GHG emissions were lower than the average of their competitors.

The study did find that environmental companies carried a higher systemic risk, but the authors believe this is explained by the impact of macroeconomic, regulatory and social factors on environmental performance. They add that adapting to the cleantech revolution can mean companies face higher compliance costs, raising capital and increasing competition.

Environmental companies were the best performer in all industry-specific portfolios they examined with the largest gains to be found for green-minded companies in Consumer Discretionary, Energy, Financial and Health Care portfolios.

The study is the first of its kind to ex-



amine the association between companies' environmental performance and their risk-adjusted returns.

For more pioneering insights, gdb members are invited to join a free online conference on 15-16 November. For more information and to register for Climate Finance: Challenges and lessons for the future visit <https://www.sussex.ac.uk/business-school/research/events/climate-finance-conference>.

The Business School also offers the UK's first Masters programme in Sustainable Finance and Accounting, for more information visit: <https://www.sussex.ac.uk/study/masters/courses/sustainable-finance-and-accounting-msc>

gdb welcomes new members

Membership of gdb will help you raise your organisation's profile within the Gatwick Diamond and build your business connections.



A1 Fire Protection

A1 Fire Protection is a leading commercial fire protection company based in West Sussex. We provide a wide range of high-quality products and services for businesses, organisations and property companies across the UK and we can draw on over 25 years of professional experience.

Our reputation for reliability and high-quality service has put us at the forefront of the fire protection industry and

thanks to this, much of the work we undertake is a direct result of recommendations and referrals from satisfied clients.

We undertake work on an ad-hoc basis or long-term service agreements and from site surveys, fire safety inspections and installations to commissioning and servicing, you're guaranteed the very highest levels of service backed with warranties.

www.a1fireprotection.co.uk



Forrest HR

ForrestHR provides award-winning professional and bespoke Human Resources support and solutions for small and medium sized businesses nationwide.

From start-up HR processes for new or growing businesses, to dealing with day-to-day HR matters, we can help. Whether that is managing the entire project or providing

additional support to your in-house teams.

Regardless of the location and size of our clients, what is key to our team is taking the time to get to know each business inside out to ensure our service is tailor-made and the right choice for them. We always offer practical, commercial and value-for-money support.

www.forrestrhr.com



The Grand

It's all in the name. The Grand Brighton hotel sits majestically on Brighton's seafront, in a prime location at the centre of an iconic city.

The Grand experience is built on making memories to last a lifetime. It's in everything we do - from our stunning interiors to delicious dining options and a team who go above and beyond to make your stay unforgettable.

Whilst today you'll find gorgeous contemporary design-led spaces, like our restaurant Cyan, and modern luxuries and amenities in our bedrooms, we're so proud of our history.

Our historic hotel holds a thousand stories, and our award-winning team are passionate about helping our guests write theirs.

www.grandbrighton.co.uk



www.mcs-its.co.uk

Max Cloud Services

MCS-ITS are an IT Managed Service provider focused on helping small to mid-sized businesses move to and get the most from the Office 365 cloud. We pride ourselves on jargon free customer service and support for all our customers whether it be a broken laptop through to full man-

aged IT Support for businesses.

When engaging with MCS-ITS we become the IT department your business doesn't have. We provide Office 365 set-up and migrations, managed IT Support, Cloud Telephony, Cloud Backup, Cyber Security and Business Internet connectivity.



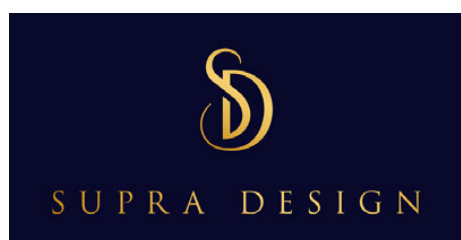
www.paws-itivity.co.uk

Paws-itivity

Professional dog trainer in West Sussex who specialises in young dogs and agility training. What makes me different to other dog trainers? I believe in training your dog for the "real world", training outdoors with distractions. Science-based, positive reinforcement.

Teaching you how to train your dog for the journey ahead of you in a fun, friendly and professional manner.

I'm committed to you and your dog, I'm there for every muddy step of the way to ensure that you have the relationship that was thousands of years in the making.



www.supradesign.co.uk

Supra Design

Supra Design is an award-winning interior architecture and design studio based in Gatwick. We compose bespoke interior designs for the residential and hospitality industries across West Sussex, Surrey and London.

With over 9 years of experience, the team at Supra Design are knowledgeable in branding, architecture and construc-

tion, fulfilling cohesive schemes. Our design approaches are no ordinary. We thrive by introducing advanced concepts and venturing schemes to overcome spatial challenges to satisfy the client brief.

With a successful portfolio with private and commercial clients, we have assisted with developments, new build, restaurants, coffee shops and boutique hotels.

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diamondmag@gatwickdiamondbusiness.com

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Tree House**

{Children's
Hospice Care}

and other local charities

We would welcome a donation for the collection of your tree.

We will collect on the 8th, 9th and 10th January 2022 from:

RH10 and RH11

Registration closes at 23.59 on
12th Night (Wed 5th Jan) 2022



Registered with
**FUNDRAISING
REGULATOR**



To arrange a collection please book in at:
www.charityxmastreecollection.com

After costs, at least 90% of the monies raised will go to the Hospice and up to
10% is donated to other local charities.

Upcoming Events

www.gatwickdiamondbusiness.com/events

Networking

Tuesday 2nd Nov: 10.30 - 11.30

gdb Virtual Elevenses & Networking

- Stay connected with the gdb Team and your fellow Members
- Free of Charge – gdb Members Only

Thursday 11th Nov: 08.30 - 10.00

The gdb Business Breakfast

- Brought to you in partnership with Crawley College, this monthly breakfast will provide a friendly, relaxed, and informative environment for local businesses to network.
- £15 + VAT for gdb Members
- £17.50 + VAT for Non-Members

Tuesday 16th Nov: 12.00 - 14.30

Lunch & Networking at Hartsfield Manor

- Join us for a sociable lunchtime of Networking and a delicious three course lunch.
- £35 + VAT for gdb Members
- £45 + VAT for Non-Members

Friday 26th Nov: 12:00 - 14:30

gdb November Members Meeting at South of England Event Centre with Mid Sussex District Council

- Stay connected with the gdb Team and your fellow Members
- Free for gdb Members
- £25 + VAT for Non-Members

Tuesday 7th Dec: 10.30 - 11.30

gdb Virtual Elevenses & Networking

- Stay connected with the gdb Team and your fellow Members
- Free of Charge – gdb Members Only

Thursday 9th Dec: 08.30 - 10.00

The gdb Business Breakfast

- Brought to you in partnership with Crawley College, join us for a morning of networking and hear from a guest speaker whilst enjoying a delicious full English breakfast.
- £15 + VAT for gdb Members
- £17.50 + VAT for Non-Members

Thursday 16th Dec: 12.00 - 14.30

gdb Christmas Lunch at Sandman Signature London Gatwick Hotel

- Join us for a festive lunchtime of Networking and a delicious, three course lunch, whilst gaining valuable business contacts.
- £36 + VAT for gdb Members
- £46 + VAT for Non-Members

Thursday 20th January

gdb Re-Energise Conference at Stanhill Court Hotel

- Save the date!

gdb has great strength and a vast array of experience in its membership and the Diamond Experts, Diamond Mentors & Diamond Training will support your business growth



Diamond Listing Directory

Welcome to your Diamond Listing Directory

The gdb member companies listed below have a Diamond Listing in the online gdb Members Directory.

For a full list of gdb members please go to www.gatwickdiamondbusiness.com/68-diamond-listing.html

And contact us to find out how to enhance your listing and raise your profile in **PINK!**

Accounting / Financial Services



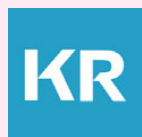
Brewin Dolphin

<https://www.brewin.co.uk/individuals/our-offices/gatwick>
paul.cannons@brewin.co.uk
01293 661323



Carpenter Box

<https://www.carpenterbox.com/>
info@carpenterbox.com
01293 227670



Kreston Reeves

<https://www.krestonreeves.com/>
tracy.morrison@krestonreeves.com
01293 776152



mnAI

<https://www.mnai.tech/>
sales@mnai.tech
020 31516624



Servo Private Wealth

<https://www.servoprivatewealth.com/>
info@servoprivatewealth.com
01444 715200



Your Right Hand Finance Team Limited

<https://yourrighthand.co.uk/>
hello@yourrighthand.co.uk
01252 820002



Airport / Airline Services

Gatwick Airport

<https://www.gatwickairport.com/>
richard.lennard@gatwickairport.com
0844 335 1802



Virgin Atlantic Airways Ltd

<https://www.virginatlantic.com/>
01293 747747

Architectural / Construction / Maintenance



Bill Solutions Ltd

<http://bill-solutions.co.uk/>
enquiries@bill-solutions.co.uk
01293 553221

Banking



HSBC

<https://www.hsbc.co.uk/>
sarah.k.milligan@hsbc.com
07717 690813



NatWest

<https://personal.natwest.com/personal.html>
Andrew.Kettle@natwest.com
01293 643096

Environmental Services



Cleankill Pest Control

<https://www.cleankill.co.uk/>
enquiries@cleankill.co.uk
0208 668 5477

Food & Drink



Love Water

<https://www.lovewater.com/>
nick.swan@lovewater.com
0345 5200820



Nestle UK Ltd

<https://www.nestle.co.uk/en-gb>
020 8686 3333

Hotels / Venues / Events



Ashdown Park Hotel

<https://www.ashdownpark.com/>
conference@ashdownpark.com
01342 824988



Millennium & Copthorne Hotels Plc

<https://www.millenniumhotels.com/>
torsten.puck@millenniumhotels.com
01342 348800



The Grand Brighton

<https://www.grandbrighton.co.uk/>
info@grandbrighton.co.uk
01273 224300

Insurance / Risk Services / Compliance



1st Central

<https://www.1stcentralinsurance.com/>
Jo.harrison@1stcentral.co.uk
0333 043 2066



Plan Insurance Brokers

<https://www.planinsurance.co.uk/>
marketing@planinsurance.co.uk
0203 004 5572

IT Services / IT Support



E-mpower IT

<https://e-mpower.it/>
sales@empower.IT
01444 250404



Extech Cloud

<https://extechcloud.com/>
info@extech.co.uk
01444 443200



Red River

<http://www.river.red/>
info@river.red
0844 8802357

Legal Services



DMH Stallard LLP

<https://www.dmhstallard.com/>
enquiries@dmhstallard.com
01293 605000



HCB Legal Limited

<https://www.hcbgroup.com/>
victoriahazell@hcbgroup.com
01293 602892



Irwin Mitchell

<https://www.irwinmitchell.com/>
Lee.Harding@irwinmitchell.com
01293 742700



Mayo Wynne Baxter

<https://www.mayowynnebaxter.co.uk/>
info@mayowynnebaxter.co.uk
01273 477071

Local Government / Public Sector



Crawley Borough Council

<https://crawley.gov.uk/>
01293 438000

Logistics / Travel Services



Cubic Transportation Systems
<https://www.cubic.com/transportation>
 krishna.desai@cubic.com
 01737 782200



DNA
<https://www.dna2b.com/>
 info@dna2b.com
 0333 335 8585



Gatwick Express
<https://www.gatwickexpress.com/>
 Angie.Doll@gtrailway.com
 0345 850 1530



ILG
<https://www.ilguk.com/>
 info@ilguk.com
 0844 264 8000



Metrobus
<https://www.metrobus.co.uk/>
 kevin.carey@metrobus.co.uk
 01293 449191

Manufacturing / Engineering



CommTEL
<https://commTEL-uk.com/>
 sales@telguard.co.uk
 01306 710120



Pentagon Plastics Ltd
www.pentagonplastics.co.uk
 sales@pentagonplastics.co.uk
 01403 264397



Medical / Health / Wellbeing

Elekta
<https://www.elekta.com/>
 Crawley.Accounts@elekta.com
 01293 654378



Varian
<https://www.varian.com/>
 steve.pullen@varian.com
 01293 601200



Welland Medical
<https://wellandmedical.com/>
 SamJackson@WellandMedical.com
 01293 615455



Motoring / Vehicles

Bluelite Graphics Ltd
<https://bluelite.co.uk/>
 info@bluelitegraphics.com
 01444 232366

Office Services



Global 4 Communications
<https://www.global4.co.uk/>
 sales@global4.co.uk
 01403 272910



IT Document Solutions Ltd
<https://itdocumentsolutions.com/>
 jermaine.weeden@itdocumentsolutions.com
 0207 101 0096



Regency Grove Communications
<http://www.rgcltd.co.uk/>
 enquiries@rgcltd.co.uk
 03300 022222

Property / Planning Services**Thakeham Group**

<https://thakeham.com/>
info@thakeham.com
 01403 787300

Recruitment / HR**Mekeda HR Limited**

<https://www.mekeda.co.uk>
meryl@mekeda.co.uk
 07710 998291

**Volt**

<https://www.volt.eu.com/>
Charlotte.Gurney@volt.eu.com
 01737 774100

Training / Education**Chichester College Group**

<https://www.chichestercollegigroup.ac.uk/>
info@chichester.ac.uk
 01243 786321

**East Surrey College**

<https://www.esc.ac.uk/>
employerservices@esc.ac.uk
 01737 788316

**Rewards Training**

<https://www.rewardstraining.co.uk/>
enquiries@rewardstraining.co.uk
 01293 562651

**Roffey Park**

<http://www.roffeypark.com/>
enquiries@roffeypark.ac.uk
 01293 854020

**University of Brighton**

<https://www.brighton.ac.uk/business-services/index.aspx>
enterprise@brighton.ac.uk
 01273 641039

**University of Sussex**

<https://www.sussex.ac.uk/information@sussex.ac.uk>
 01273 606755

Utilities**Control Energy Cost**

<https://cec.uk.com/>
sales@cec.uk.com
 01737 556631

**Southern Water**

<https://www.southernwater.co.uk/>
 01903 272776

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 gdb community

Go to the **Events Page**
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 upcoming events

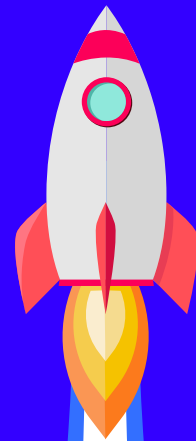
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Gatwick Diamond Business Re-Energise 2022

Save the Date!

Come and join fellow business owners, directors & managers for this prestigious gdb Re-Energise Conference and a morning filled with infectious motivation.

Be captivated by the inspiration and insight of our outstanding speakers.

Take away the positive & powerful messages from the event, to inspire you, your team and your business.

Thursday 20 January 2022

Stanhill Court Hotel

www.gatwickdiamondbusiness.com/gdbreenergiseconference