

INDUSTRIAL

SOLUTIONS UK

ISSUE: 650 | OCT 2021
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This issue of Industrial Solutions is sponsored by;

UNISIG

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GOLD & WASSALL

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**Mr Rodney Peyton,
OBE MD**

Mr Rodney Peyton, OBE MD is by profession a trauma surgeon and also an entrepreneur and businessman.

He has more than 30 years business experience with property portfolios and a range of investments across the UK, USA and Australia.

See more on pages 10 - 11 & 22



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HD Services Ltd - Specifically Tailored Solutions

Founded in 1984 H.D. Services Ltd. aim to provide the highest quality percussion drilled boreholes, sewage treatment systems and Open-Loop ground source heat pump installations in the South East. Feasibility can generally be confirmed upon receipt of a site postcode.

We offer a one stop shop for self builders, developers, contractors, consultants and architects providing waste and drainage solutions, independent water supplies and renewable heating options – all specifically tailored to individual

needs and suited to the geology of the South East.

Sewage Treatment, Boreholes and Soakaways

We have been involved in the design, supply and installation of sewage treatment systems for over 30 years. We provide package solutions or we can design bespoke systems to meet individual client needs. Projects undertaken throughout the south east range from single households to large estates, business parks, farms, schools, caravan sites, hotels and public houses.

We offer a support service for consent to discharge applications to the Environment Agency - a requirement when installing sewage treatment systems.

All our boreholes are constructed using the cable-tool percussion method - preferred by the Environment Agency (EA) when drilling the chalk aquifer - and are logged with the BGS. Our underpinning ethic is that we want



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Open-loop GSHP installations utilise ground water as a heat source. Groundwater is pumped from the borehole directly to the heat pump where the heat is extracted. The water is then returned to the aquifer, normally via a buried harvesting tank. As ground water is utilised, there is the option of a potable water supply (subject to analysis and suitable filtration).

The heat pumps we install are manufactured by a British company and are MCS accredited.

All our heat pump installations are designed to be RHI eligible and we provide support and advice in applying for the domestic Renewable Heat Incentive. We have achieved regional success in 2015, 2016, 2017, 2018 and 2019 at industry awards. In 2020 we won the REA Pioneer Awards and this year we have achieved recognition at the East of England Energy Efficiency Awards, winning 2 categories.

The company is proud to employ land drillers, electricians, plumbers, civil engineers, heat pump engineers, graduates and fellows of the British Geological Survey. We are members of the WDA, GSHPA, REA, NaCSBA and are ISO 9001, 14001 and MCS accredited.

For more information please visit: www.hdservicesltd.co.uk.



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Featuring a wide variety of companies from across the UK and Europe, from Builders to Landscaping.

Drainage & Sewage Treatment News

New hydraulic DesignSoftware for HAURATON surface drainage systems

HAURATON's new web-based application 'DesignSoftware' provides construction industry professionals with quick, simple hydraulic analysis, channel sizing, project design and product specification for the company's range of surface drainage systems (for landscape, commercial and civils projects) whilst working on their own desk-top computers, laptops and tablets.

Immediate access for registration and use of this new hydraulic design software is achieved through the link: <https://hydraulicdesign.hauraton.com>

User-friendly and free-of-charge, HAURATON 'DesignSoftware' provides engineers with the flexibility to create their own drainage designs and project specifications, with just three clicks to a hydraulic calculation.

HAURATON has used their 'in-house' hydraulic design software to create project designs for over 30 years with total reliability. In addition to this new software application, HAURATON offers a comprehensive design service, which is also free of charge.

Further information is available at: www.hauraton.co.uk or by phoning 01582 501380.

<https://hydraulicdesign.hauraton.com>

HAURATON DesignSoftware – Features & Functions

- User-friendly, intuitive interface with quick, clear, simple steps to final calculations.
- Hydraulic calculations based on widely used 'Modified-Manning-Strickler' formula. Hydraulic discharge provided on a free outflow basis.
- Accommodates HAURATON's core range of linear drainage systems for total design flexibility (for landscape, commercial, civils and other project types). Includes all channel types and depths available.
- Rainfall intensity options in mm/h, l/s*Ha and l/s*m².
- UK Software: UK Rainfall Map using data from 'Flood Studies Report'. User

options for Return Period, Storm Duration and Climate Change.

- Automatic and manual channel run design functions.
- Constant-depth and step-fall channel configuration options.
- Accommodates both 0% and positive longitudinal ground slopes.
- Detailed hydraulic analysis of channel run designs.
- Controlled discharge function for HICAP® Slot Channel designs.
- Quick user tools for adding/duplicating runs, resetting designs, adding notes etc.
- 'Drag & Drop' function for adding Point Inflows to the channel run design.
- Tributary channels can be linked to the main channel run being designed.
- 'Drag & Drop' function for adding system Accessories to the channel run design.
- Comprehensive product library for 'one-stop' specification data. HAURATON website links for additional product information.
- HELP file and tool-tips for detailed design guidance and advice.
- Project folder for registered users offering safe and secure server storage of final designs. Option to export design files for external storage.
- Automatic generation of .pdf project documents for specification support. Hydraulic Analysis, Materials List and Information datasheets available.

Design Reassurance

DesignSoftware has been tested extensively and the methodology validated by an independent hydraulics consultancy company. HAURATON's 'in-house' hydraulic design software has been used successfully by their own technical personnel for over 30 years with total reliability.

Confidential

Registered users (password protected) have access to safe and secure server storage regarding their final designs. Designs remain strictly confidential unless users tick to 'share with HAURATON'.



Registered users have the option to export design files for external storage in their own computers or for sharing with colleagues for further design or discussion. DesignSoftware has been configured to comply fully with GDPR 'data privacy' regulations.

Experience & Expertise

A world leader in the manufacture of modular surface drainage systems, HAURATON drainage products have been supplied onto major projects within the UK and international markets for over sixty-five years. HAURATON developed their first linear drainage system in 1956.

Since that time the HAURATON brand has become known around the world as a benchmark for quality, reliability, durability and service.

www.drainage-projects.co.uk



Editors Comments

Hello & welcome to issue 650 of Industrial Solutions UK!

The team at Industrial Solutions UK has been working extremely hard to bring you an issue that is full of innovative and exhilarating companies and we are very excited to share their success and achievements with you.

We have searched the length and breadth of the UK to bring you some of the most ground-breaking innovations and this month we are overjoyed to be highlighting the activities of UNISIG and Gold & Wassall.

Firstly, we would like to focus on the accomplishments UNISIG with a feature on 'the modern gun drill, an engineering marvel that enables drilling down to the smallest diameters'. Read more on page 04.

Secondly, we are featuring Gold & Wassall with the 'Solutions Recommends' profile following their impressive performance over the years. For more information, turn to page 15.

I hope you enjoy reading this issue of Industrial Solutions as much as we have enjoyed bringing it to you. Happy reading and we hope to see you for the next edition!

Ian Hayward

Editor

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UNISIG Drills Down to the Smallest Diameters

By Eric Krueger and Ryan Funk,
Engineering Team, UNISIG

The modern gundrill is an engineering marvel, a well-designed piece of equipment that does one thing exceptionally well. A new gundrill will produce round, straight holes with enhanced cylindricity even at its deepest points. And it does all this while simultaneously providing a fine I.D. finish and excellent tool life.

Like all tools, gundrills wear out, typically after drilling around 1,000". While a talented operator can still drill a hole with a worn gundrill, it will more often result in a loss of hole tolerance and finish at best. As gundrills wear, they require more thrust and torque while producing more run-out and experiencing greater drift. A dull cutting edge will produce irregular chips, which in turn cause spikes in coolant pressure – sure signs that failure is imminent.



Unlike some tools, gundrills are excellent candidates for resharpening. When performed correctly, the same gundrill can be resharpened to perform as well as a new drill as many as 8 to 10 times. The only significant difference between a resharpened gundrill and a freshly produced tool from the OEM is a slight back taper, an issue only for shops that require tolerances far beyond most manufacturers' needs – all other shops can simply account for the ever-so-slightly reduced tool diameter. Otherwise, the only visible difference will be seen in the length of solid carbide on the gundrill's tip.

Even coated drills can be sharpened. Naturally, this will reveal the raw carbide on the face, but this does not impact performance. The coating will remain on the wear pads and continue to improve the gundrill's size control and ability to leave behind a finished surface. Tool life will be impacted, but the only other option is having it fully resharpened and re-coated by the OEM, which will likely be less cost effective.

Manufacturers have several options for

resharpening their gundrills. For specialized gundrills, such as twin-flute tools and those intended for ultra-high-feed applications with chipbreakers below a coating, resharpening is something that only a gundrill's OEM can do. A local sharpening service will likely have the proper equipment, but this requires having redundant tooling and factoring in lead time and transportation costs.

However, both of these methods result in a loss of process intelligence. The grinding process can offer valuable information manufacturers can use to optimize their gundrilling applications. As a result, more manufacturers that use gundrills are choosing to resharpen their tools in-house.

The main risk of performing resharpening operations in-house is poorly sharpened gundrills. Without the correct tip geometry, gundrills do everything worse: size control, roundness, cylindricity, finish, chip control, straightness and depth all negatively impact workpiece quality and result in significantly diminished tool life. This will cause operators to reduce feedrates or change out tools more frequently to achieve the necessary tolerances and out of fear of catastrophic tool failure.

Modern gundrill grinding systems make it easy to avoid these consequences. For the greatest advantage, one needs the full system. That means a grinder, the appropriate gundrill fixture and equipment for calibrating and inspecting the drill tip.

A basic, high-precision manual tool grinder is used as a platform for these systems, though the length of some gundrills necessitates a reinforced table for sufficient accuracy. Choosing a fixture can be more complicated, as gundrills can be ground in two different ways. Sweep grinding leaves behind a gradual transition between elements of the tip's geometry, while facet grinding creates distinct geometry. UNISIG typically recommends facet grinding, because the slight increase in tip strength produced by a sweep grind is outweighed by the repeatability and greater ease of inspection offered by facet grinds.

The final piece of advanced gundrill grinding systems involves a digital inspection camera capable of viewing and storing magnified images. Ideally, this will allow the user to perform measurements and identify flaws without taking the tool out of the fixture. In addition to allowing for highly precise grinding, this inspection is vital for process optimization.



Process optimization capability is the real added value conferred by performing gundrill resharpening in-house. Frequent inspection allows for the maximization of tool life. Shops become familiar with the wear patterns created by a given application and may find they are replacing gundrills too often. If a gundrill tip has even wear across its entire cutting edge, it could easily have many hundreds of inches of life left, something that will only become apparent with repeated inspections.

In-house gundrill resharpening also ensures that shops can obtain the best tip geometry for their given applications. Whether it is uneven or unexpected wear, or the sudden appearance of chips in the cutting edge, once a shop identifies an irregularity, they can then adjust speeds and feeds to optimize the process. The inspection equipment even makes working with tooling OEMs easier, since shops can send them a measurement set and picture of a tool when asking for advice on how to improve the geometry.

With more experience, it becomes possible to tie a wear condition back to the process. For example, if there is a visible build-up along the



cutting edge, it is often because the rotational speed is too slow. Conversely, if the edge is wearing faster than the tooling supplier's data suggests, the tool is likely spinning too fast. Meanwhile, a chipped cutting edge suggests the feedrate was too high. With this know-how, shops can optimize the process and avoid future problems.

Fortunately, modern gundrill grinding systems make developing this know-how easy to achieve; in fact, the process usually takes longer to describe than it does to perform. After clamping in the gundrill, an operator can use geometry data from the tooling supplier to calibrate the camera. With the latest human-machine interface software, this can be as simple as drawing a line on the screen to establish the known gundrill diameter for repeatability purposes.

After calibration is complete, grinding can begin. The grinding wheel, turning in the direction toward the drill edge, makes contact with the drill tip after the operator confirms the correct rotational and X- and Z-axis orientations. A standard starting point grind will begin with the tip angled at +30° horizontally and +15° vertically with the rotation at +5°. The Y-axis is used to hold the tip to the grinder while feed is performed along the Z-axis at a rate of about 0,05 mm (0,002") per pass.

Some gundrills include an outer secondary angle parallel to the front cutting edge where the primary and secondary angles meet. It is critical that this primary facet is relatively narrow, since too much width will increase heat production and, consequently, reduce tool life. The operator next moves to the inner relief facet by moving the grind fixture -20° vertically in the opposite direction from the primary angle. This movement results in the formation of a point position with a length that is exactly 1/4 of the drill's diameter, or the "D/4" position, but other lengths may be necessary depending on the material.

Next, the operator moves to the front clearance, a facet with a point close to – but not touching – the front cutting edge. With standard gundrill tip geometry, a 0° horizontal angle and rotation as well as a +26° vertical angle will provide the correct position. While cutting performance improves the closer this point gets to the cutting edge, optimal edge strength requires placing the point slightly behind the edge. If a tip's geometry requires an outer secondary angle, the front clearance facet's point should meet it. Otherwise, the point of the facet is placed between 0,50 und 0,75 mm (0,02" und 0,03") behind the front cutting edge.

The final step on the grinder provides the oil dub-off, a facet with an edge tangential to the flute of the gun drill. Operators position the grind fixture at -30° horizontally, +25° vertically and +65° rotationally. The gundrill tip then feeds into the grinder at a rate that prevents cutting into the front cutting edge. The optimal angle meets the inner relief angle at the corner opposite the gundrill's outside diameter.

After grinding is complete, the operator can use a hand chamfer to create additional clearance for optimal performance. The finished gundrill is now resharpened and ready for use – a process that takes fewer than 10 minutes. Given the ease of use and the significant process optimization opportunities, it is time to re-think gundrill resharpening.

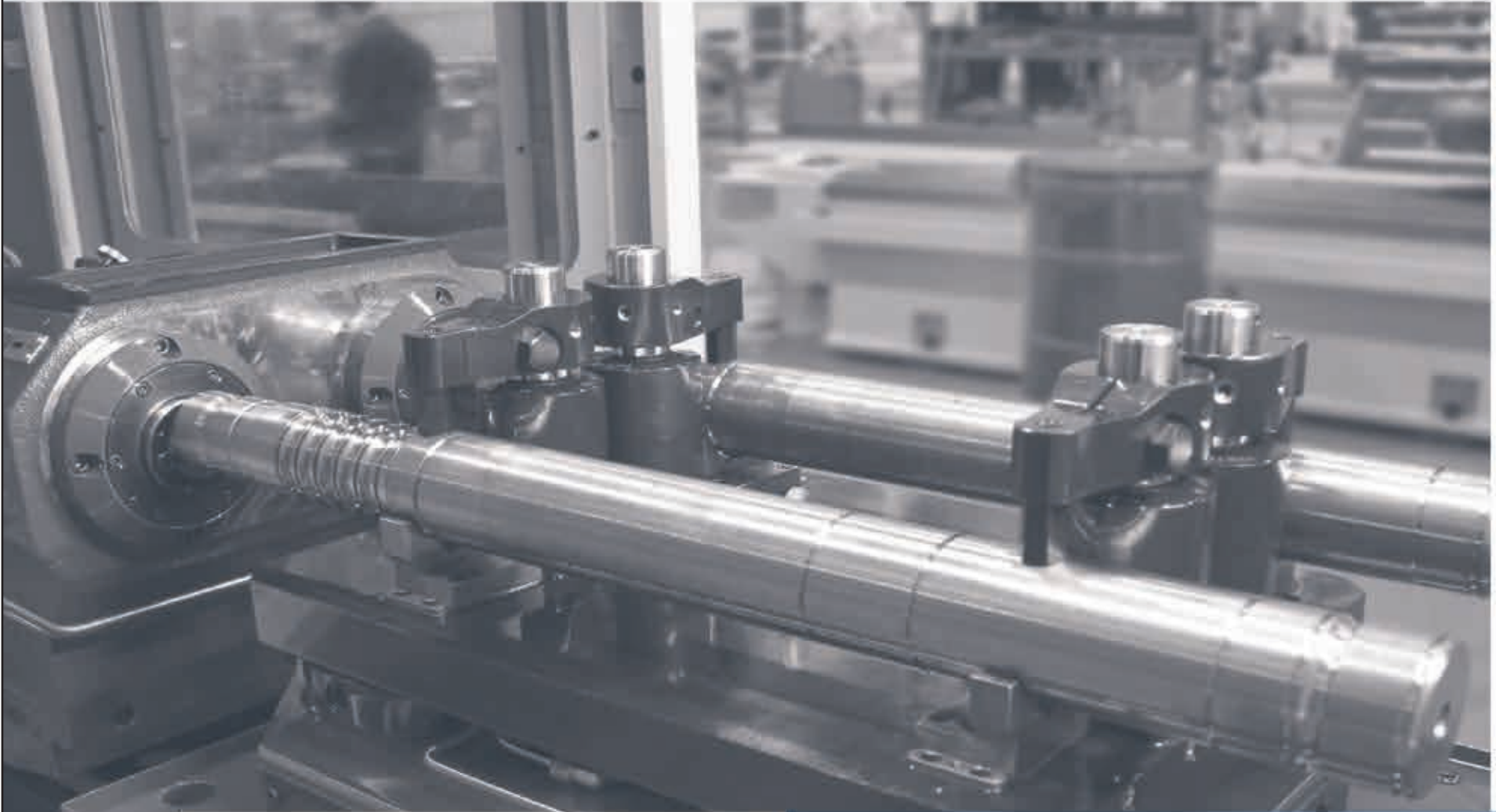
Further information on all machines and the complete UNISIG machine program is available at: www.unisig.com or follow the company on LinkedIn and Twitter (@UNISIG).

You will also meet us at the EMO 2021 show in Milan, Italy in Hall 2, E38 from 4.-9. October.

Photos: UNISIG



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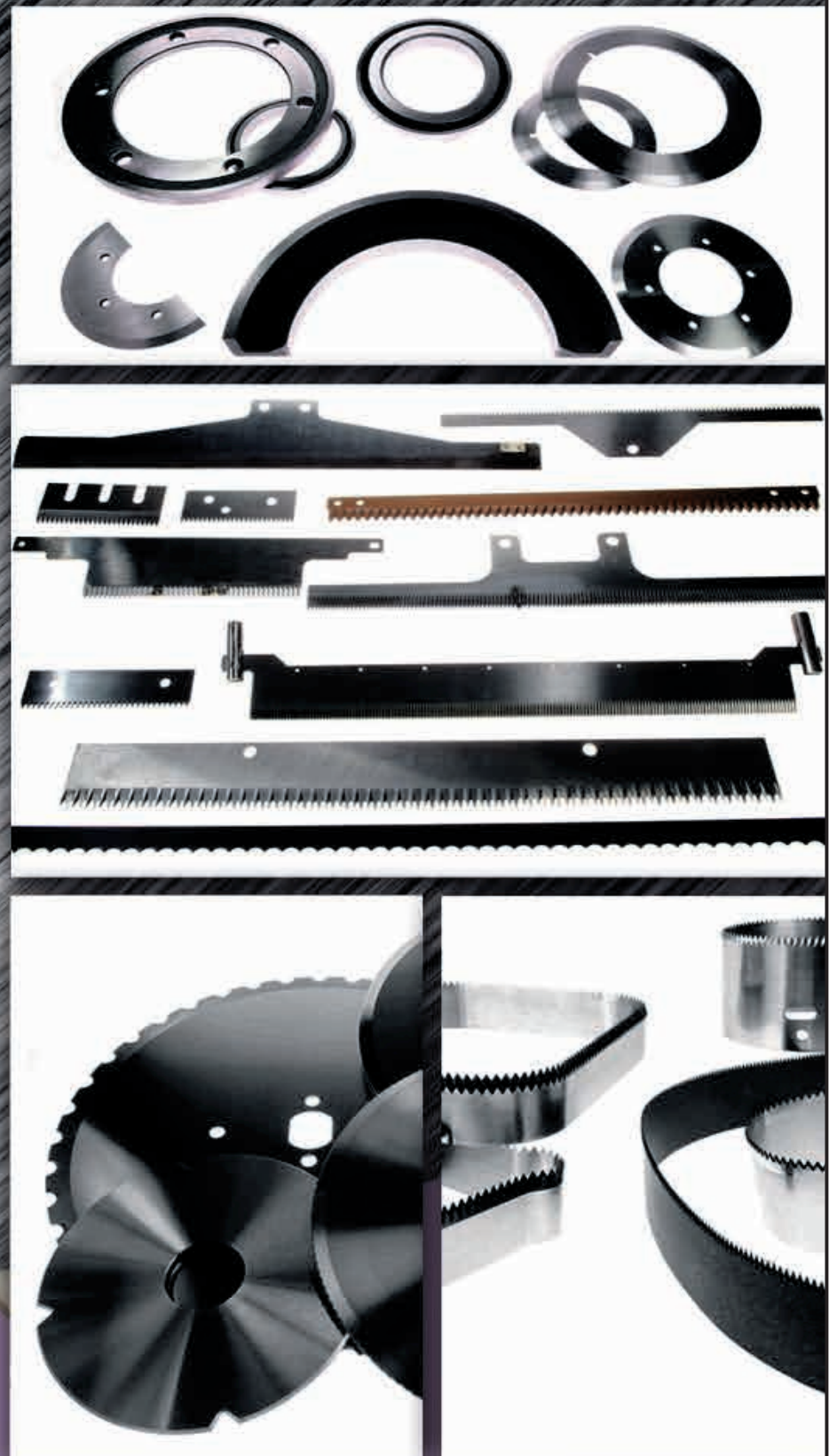
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"We continue to go from strength to strength, ensuring we keep pace with the



requirements of the drainage market," said Anne Duckworth, Managing Director. "For more than 30 years we've supplied the industry with corrugated steel culverts and bespoke stormwater attenuation tanks used in underground drainage systems. These are supplied

in Galvanised Steel or alternatively with an additional Trenchcoat finish for an extended design life. The versatility of a Tubosider system can lead to a reduction in the number

of manholes and associated drainage runs required compared to other drainage systems, whilst still providing full accessibility.

"We pride ourselves on our outstanding customer service, looking after our customers every step of the way, from design to delivery and outstanding aftersales care. We are very hands on from the offset, offering installation guidance on site."



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In addition to the above benefits, as all tanks are manufactured and factory-fitted with access shafts, ladders, inlet, outlet connections and flow control

accessories, there is no need for fabrication work to be carried out on site. This brings additional cost savings reducing installation time, which is mostly a simple, speedy pipe laying exercise. For more information and to stay up to date with all of Tubosider's latest developments, head to the website or get in touch using the contact details below.

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Anua Clean Air is one of the UK's leading suppliers of odour control and biogas cleaning units. Originally established in 1990, the business was recently taken over in 2015 by Ian Phillips, whom partnered with long term distributor Air Clean Srl. As a result of this takeover, the company is now world-renowned as a leading international supplier of patented clean air bio-technologies.

Specialising in the provision and maintenance of proven, high performing, clean, biological air filtration technologies, Anua Clean Air are accredited for providing first class biological air filtration technology with the lowest life cycle cost. Concentrating in odour control for waste water treatment, solid waste, VOC and food industry treatment plants, Anua Clean Air ensure that with every odour control/gas cleaning unit, each client is getting the most out of their air-filtration technologies.

One highly sought-after product is the Mónashell bio-filtration system, a popular alternative to chemical scrubbing and carbon adsorption. Recognised for its optimal odour performance, this cost-effective cleaning unit generates a 67% footprint reduction and can even treat high and variable concentrations of numerous organic sulphides. All of the bio-filtration systems which Anua Clean Air manufacture and install, including Mónafil and CrumRubber models have patented proven systems.

As Europe's leading odour cleaning company, Anua can be found at numerous trade shows throughout the year, such as RWM in the UK, Pollutec in Paris and IFAT in Germany. If you would like to get in contact with Anua Clean Air to find out how their specialists air bio-technologies can benefit you, or if you would like to receive a free quote, then don't hesitate to pick up the phone today. More information can also be found by visiting the website below:

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A great ConSept from Allerton



Allerton UK is a leading off mains drainage company, covering sales, servicing, commissioning, and repairs of all types of septic tanks, sewage treatment plants, sewage pump stations and soakaways. Working across the East Midlands and beyond, Allerton boasts a team of dedicated and experienced workers, all trained with British Water to ensure they are in the best position to properly assess a situation and correct it.

Established in 1974 by Jon Allerton, the company was originally concerned with draining farmers' fields. However, in the late 1980s, Allerton needed a new direction, and so began its work in off mains drainage.

As well as its sewage treatment plants and sewage pump stations which are made on the premises, Allerton also makes the ConSept. This converts septic tanks into sewage treatment plants, and can be fitted without excavations, apart from the shallow cable and air pipe trenches. This means customers can save around £3,000+VAT by avoiding excavators on site.

The ConSept uses the existing septic tank, removing the need to install a heavy plant or new tank, and it is quick to install to save time, money, and disruption. Moreover, it is manufactured using high grade composite materials and non-ferrous components, meaning the ConSept does not corrode. The equipment also has low maintenance costs, requiring servicing just once a year and desludging and emptying once every two years. Allerton will of course service and maintain all their own equipment, servicing, repairs, and surveys of sewage treatment plants is a major part of their work. The final effluent is discharged into a watercourse or soakaway, and installation and commissioning by Allerton's British Water Accredited engineers is included in the package.

Not only does Allerton install high quality units, the company also focuses on continual service of the equipment. This means that units Allerton has made and installed, of which there are over 1,200, are all still working efficiently across the country.



"In particular, we make sure everything is explained to the customer from the beginning and throughout the process, and we always do what we say we will," said Jon Allerton, Director. "Minor problems are sorted out by engineers on site, and all the initial customer worries are dealt with in advance. We offer initial onsite advice, help with all paperwork such as planning and Environmental Agency permits, installation and ongoing servicing, including repairs. Every aspect of what we do is to please the customer."

In line with its ongoing expansion, Allerton has been taking on more staff and training them all to British Water standards. "I'm 78 soon, and the company has been recently restructured and is now Allerton Bradley Ltd. Jason



Bradley has been a large shareholder for several years, and has worked for the company for most of his life. His knowledge of all things sewage is vast, and at 36, he ensures the company can look forward to another 50 years of good service, and pleasing people!"

Allerton is continuing to expand, thanks to the real and immediate need of the company's services. Allerton's capabilities are helping people across the country save money, maintain their compliance with regulators, and ultimately protect the environment.

For more information on everything Allerton does, head to the website or get in touch using the contact details below.

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The labelling company are also able to provide clients with an extensive after sales support service,

catering to those who seek help with their items, extra equipment, adequate know how on how to maximise their product's potential and much more.

Their internal and external vacuum packages are particularly sought after, having been developed using top quality PA/PE material.

Similarly, their sundry and clothing is made using the finest materials, and encompasses commonly used cooking attire, such as aprons, gloves, hair nets, coats and trilby hats. Food equipment, which

includes knives, steels and racks, are also popular purchases among clients.

PFM also supply clients with first-rate safety efficient chain mail gloves, which have been specially fabricated for both hygiene and protection.

Their latest merchandise, the Epelsa Range of scales and printers, has been so efficaciously constructed that they have attracted multiple clients such as the Co-Op, who have had this product placed in a number of stores across the

UK. Moving forward, the company are looking to enlarge their current market footprint as a leading provider for the meat industry, extending their consistent and efficient services to new sectors and client bases.

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O&PM Europa Puts the Power of Precoating in the Customer's Hands

Netherlands-based O&PM Europa aims to disrupt the water-based digital inkjet print primers and precoatings space by putting the power into the hands of its customers and providing bespoke, flexible, and end-to-end solutions. Not only will this innovative approach benefit customers by allowing them to manage the application of precoatings themselves, offering greater ink and substrate flexibility, cost savings, and significantly reduced lead times, but it will also serve as a catalyst for developments in the water-based inkjet print market. "Until now, there was no machine or precoating available which facilitated application by the customer themselves," explains Sales Director at O&PM Europa Dursun Acun. "The market so far has been dominated by the few, which ultimately slows down advancement."

With a heavy focus on research

and development, the experimentation has paid off with a number of successful testing rounds measuring absorption, adhesion, water resistance, scratch resistance, application, appearance, drying, colour gamut, and behaviour on substrates, and demonstrating unmatched flexibility and outstanding quality. When it comes to the perfect precoating for a specific application, there is no 'one size fits all solution', which is why O&PM Europa has been dedicated to formulating with a range of ingredients and substrates. With eight standard formulations now available, the business has the expertise and skill to formulate upon request based on a customer's specific requirements.

Empowering customers to take ownership of the precoating



process doesn't stop with the formulations themselves. O&PM Europa's offering involves a total concept, which includes formulating and supply of the precoatings, the coatings system itself, and a printing system from O&PM's partner, Italian printing and finishing equipment manufacturer, Rigoli s.r.l. "Any company that wants to print on cardboard, flexible films, or packaging can come to O&PM Europa and find everything they need," concludes Acun.

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Secure your long term financial future

For those looking to create long term wealth passive income has long been regarded as the elusive holy grail that everybody aspires to achieve. If you're not familiar with the term then in layman's terms passive income is money that you earn that requires very little or no effort to maintain. There are many strategies that savvy investors use to achieve this highly sought after income stream and in this edition we once again caught up with renowned entrepreneur and investor, Rodney Peyton OBE to try and gain an insight into the mindset and the techniques that help individuals create long term wealth.

Rodney Peyton OBE MD. is a remarkable individual. He's best known as a trauma surgeon and is widely regarded as the world's leading surgical coach. He is also an international keynote speaker, businessman, entrepreneur and investor with a portfolio that spans three continents. We were lucky enough to be able to speak to him again, this time about wealth creation and some of the key strategies that can help achieve financial freedom for ordinary people. These strategies are effective regardless of the financial climate which is reassuring as the world reels from the global Covid 19 pandemic and the unprecedented turmoil and uncertainty that it has brought.

Having financial freedom is something we all yearn for but sadly very few of us achieve it. Ultimately what holds us back is a lack of knowledge and

understanding about wealth and how it is created. Whether we like it or not having money allows you the opportunity to live life on your own terms and it gives you the freedom to make choices in life that are simply not available to others. Rodney describes it as "financial intelligence", and it is your financial intelligence that will help you progress from your current reality to a future of having the financial freedom that you and your loved ones deserve and dream of having.

Particularly now in the digital age, there are lots of mentors and financial gurus out there who make big promises but simply don't have the knowledge or the track record to back up their claims. In contrast Rodney Peyton is a man who practices what he preaches. For more than thirty years he has been successfully investing in a range of investments in the UK, Europe, the US and Australia. He has built an impressive property portfolio and as an author has written and spoken extensively on many wealth related subjects. For those truly serious about creating wealth the goal is to develop, grow and maintain diverse passive income streams in the pursuit of the financial independence we all crave. The ultimate objective is to build that passive income to a level where it covers all your living expenses and supports the lifestyle you choose. That is what true freedom looks like but it's not a level many of us reach because we don't have the right knowledge, mindset or plan.

the globe and make them relevant for professional colleagues."

Many professionals spend their entire lives studying and working towards achieving their professional ambitions but have little or no education about financial matters. Many of us take our advice from so-called financial advisors but what we don't take into account is that we are taking advice from individuals that are usually not independently wealthy themselves and are often employees of large corporations whose advice will be influenced by how much commission they will earn. Why would you put your financial security in somebody else's hand when by becoming educated and financially astute you can take the future of you and your family into your own hands.

What Rodney shared with us is a five step system he teaches that encourages individuals to take the steps they need to achieve financial freedom. It's an operational system that can be compared to the strategic path a physician would use with a new patient to help them bridge the gap between their current circumstances and their goal of financial freedom in the future. His system has five steps which we will take you through step by step so you can start making the changes you need to secure your future today. A common misconception is that you have left it too late or you are too old but whatever your current financial situation, how you arrived at it and whatever stage you're at in your life there is always the opportunity to evaluate your reality, make adjustments to the underlying factors and, much like a physician would do with a patient, come up with a treatment plan.

Rodney describes step one of the plan as 'History Taking' which he elaborates on by saying, "Dis-ease is the most powerful driver for a brighter future. The first step, therefore, is to recognise there is a problem and identify the nature of the dissatisfaction. What is it that you want, how far are you falling short and since when has this been an issue?"

Genuine progress in life often starts when you recognise that you are dissatisfied with your current situation. In any walk of life successful people are those that are always striving for more, happy to take themselves out of their comfort zones in an effort to keep improving and moving forward. Life doesn't stand still and neither should you. Just because something has worked and been successful in the past is no guarantee of future success as Rodney powerfully illustrates, "The Apollo space mission was a marvel of its time, then there was the space shuttle and now Space-X, which makes the computing on the Apollo mission look like a child's toy. Unfortunately, after the successful moon landing, there was no ongoing drive, vision, or purpose at government level in the USA for the future of space exploration and therefore advancements in space travel ceased."

So stagnating or standing still will eventually lead not just to a lack of progress but regression. In monetary terms inflation alone will diminish the real value of your income or investments if you choose to accept your current plight without trying to progress. So how do you achieve that progress? First of all you must establish what your goals are as part of your future financial plan. You must evaluate what for you constitutes the lifestyle you desire and the level of financial independence you need to achieve to fund that lifestyle. Success will not just happen by accident which is why you must be clear on your required outcomes, purpose and strategy.



Rodney shared with us a story which is typical of the existence many have where we have income but not the passive income we need to maintain our lifestyles. "When speaking at a recent business conference in Orlando, I was exploring with the audience their concerns about financial security. One answer, in particular, summed it up for many of those present. A lawyer stated he felt "like a hamster on a wheel". He reflected he was doing very well financially provided he kept going, but if he were to retire, or even slow down, he would not be able to maintain his lifestyle."

It's a situation many of us find ourselves in as Rodney goes on to explain, "I have found that many people, particularly professionals, would have great difficulty in maintaining their present lifestyle – especially if inflation is added to the equation. I am not a financial adviser. What I am is someone with more than 30 years' experience, not just as a medical professional, but as an entrepreneur, investor and business owner, who has learned from personal experience. I have also had the opportunity to study and discuss wealth strategies with experts from around

Summing up the first step Rodney says, "To achieve success in anything, including financial independence, you must be on purpose. Your "why" allows you to focus on what is most important, as goals must be compelling and inspiring, much more than a desire but a need. It is therefore essential to determine the "why?", the vision and purpose. This requires dedicated time put aside to concentrate on setting goals for the future and getting crystal clear on the reasons why those goals are important. Next, plot all the goal categories 20 years into the future and clarify your personal definition of success in each. Commit, in writing, why these goals are vital for you, so they become not just a vision but a purpose."

The next step on the plan is 'Investigation'. This requires an honest assessment of where you're currently at. You have already established what your financial goals are and why they are important. What's needed next is a thorough financial health check where you evaluate your finances, separating essential expenses like mortgages, utilities and insurance from expenses that could be considered a luxury such as eating out, the latest phone or a holiday. You need to calculate your current income streams from your salary, pension and your passive income from investments such as property or shares. Take the time to work out the difference between your current situation and the income needed to achieve your financial goals. Bridging that gap requires a degree of pain. It comes down to linking the pain of your current predicament to pleasure in the future if you take action now to transform your circumstances. Rodney explains the emotions involved saying, "One of the strongest drivers is the avoidance of pain so consider what would happen if nothing were to change over the next six months, one year, five years. We tend to work hard to move away from pain, like moving away from a fire, but only until the situation becomes comfortable although, initially, this may be necessary to kick start the process."

It could be that your overall goal seems distant in which case it makes sense to break it down into smaller individual targets which are easier to achieve and stop you from being discouraged by a lack of progress. Therefore, at this stage, it is vital to be clear about the present financial reality and the gap between this and

future ambitions.

The next stage of the process is 'Assessment and Diagnosis'. Try and think of the reasons for your underachievement or not being where you want to be. For Rodney this is a key stage in the process, "We need to reflect on what happened in the past and why we have not achieved the level of success to which we aspire. We must get clear on what has prevented us from moving forward. Is it within ourselves – is it procrastination, mindset issues, feelings of being unworthy or that we are unable, is it because of age or education, to drive forward? Or do we blame the outside environment, the government, the company or someone else? At the end of the day, the root cause for our current circumstances usually comes down to mindset. If we change how we think, it influences our actions and hence our results."

It's important to forget about apportioning blame too and take back control of your circumstances. There are things in life that we have no control or influence over and if we put our emotions aside it can often be easier to see a way forward. It's far better to expend our energy on the things that we can control.

The next phase in the process is the 'Treatment'. This is where Rodney's background as a trauma surgeon comes to the fore as he explains, "As with any physical health challenge, once the diagnosis is clear, everyone must participate in their own recovery. The treatment plan has to be agreed and then followed. Just as negotiating geography requires a map, negotiating financial geography requires a different form of MAP – a Massive Action Plan. You must focus on the objective, remembering that focus stands for "Focus on Course Until Successful", and take action. This is the time to have a good mentor, someone who has been there before and can act as a beacon to guide you on your path. It is said that a wise man learns from his own mistakes, but a genius learns from the mistakes of others. It is always best to follow a path previously trod as success leaves clues and this is the quickest way to

formulate a workable plan to achieve the goal."

A tried and tested method for virtually anything in life is to study other people who've already achieved what you're aspiring to and to try and replicate some of the methods that they've used. Understanding how others did it and then integrating what you've learned from them into your own lifestyle is an effective method of getting closer to where you want to be. Put into practical terms Rodney says, "Think how you can increase your income, decrease your expenses and use any additional savings wisely to fund passive income streams. The secret is to save money and put it to work as efficiently and effectively as possible. This requires a combination of strong mindset, planning and determination to follow through. Remember, even the best financial plan means nothing unless you take action."

The final part of the process is the 'Follow Up'. Adopting medical terms again, as with any form of clinical treatment the impact needs to be evaluated over time in collaboration with a physician or in financial terms with your mentor. Feedback from your mentor and reflection are an essential part of ensuring you are hitting each goal or if you are not trying to evaluate the reasons why not. Regularly evaluating your progress and making adjustments where necessary to keep on course is important as Rodney emphasises with a great example, "A plane flying from London to New York is off course at least 90% of the time due to traffic lanes and the winds aloft. It, therefore, has to make course corrections frequently so that at the end of the journey it lands in the right direction, on the correct runway."

Achieving your long term financial objectives is not always going to be plain sailing and you will always experience difficulties along the way. You cannot be discouraged by minor setbacks and must stick to the plan whilst making adjustments where necessary. Concluding his advice on the final phase of his five step system Rodney concludes, "Results need to be measured regularly and the overall financial position rigorously evaluated at least annually to close the audit loop. Growth in financial aptitude along with changes in mindset as you move forward is just as important as the end goal. Success is not what you achieve, it's who you become in the process. This is why as you get closer to a goal being achieved, you need to set a new one to sustain the momentum."

Securing your long term financial future is something that is in your own hands. It will not just happen by accident and by following the process you too could take your first steps towards the financial freedom you dream of. You need to change your thinking and your mindset. Educate yourself and develop your financial intelligence. Identify role models or mentors who can help you on your journey by holding you accountable and of course offering support when you need it. It won't happen overnight but trust the process, don't be discouraged by short term setbacks which are inevitable and you can achieve those multiple streams of passive income that will give you the lifestyle you and your loved ones deserve.

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BUILDING UPDATE

ISSUE: 650 Oct 2021 | www.solutionspublishing.co.uk

Quality hinges since 1790

In this issue of Building Update, we are proud to announce that we have chosen to select Gold & Wassall Hinges as the recipient of our Commitment to Excellence Award, for its ongoing industry leading services spanning across the centuries.

Gold & Wassall Hinges has established itself at the forefront of the industry since its inception over 200 years ago. With its manufacturing facilities situated in Tamworth in Staffordshire, Gold & Wassall Hinges provides an impressive range of services for design, production and manufacture of hinges, all produced in house and distributed throughout the whole of the UK. Boasting an enviable reputation within

the industry, Gold & Wassall Hinges has positioned itself firmly as the UK's number one manufacturer of hinges.

Gold & Wassall Hinges has provided its services to various customers throughout its years in operation and serviced customers from construction to engineering companies. With a proven track record of quality, reliability and durability, Gold & Wassall Hinges ensures it maintains complete control over the design and high quality of its goods.

Customer service is an integral focus for Gold & Wassall Hinges and the company ensures it provides a first class turnkey service, from initial enquiry to delivery and aftersales

care. With a team of expert sales reps, Gold & Wassall Hinges is well equipped in providing a personal service to fulfil the needs of each and every customer. Its sales reps engage on a personal basis and get to the customer's requirements upon placing an order, advising on and handling everything from measurements, style to fitting; the company is dedicated to finding the right door hinge solution for its customer.

In keeping with the company's goal of providing unrivalled customer service, Gold and Wassall Hinges also provides an abundance of finishing options for its customers. The company is dedicated to providing not only durable, high quality hinges, Gold & Wassall Hinges understands the importance of an aesthetically pleasing, customised design. Able to customise colour, add branding and

create a smooth premium finish, Gold & Wassall Hinges' array of finishing options are the perfect complement for its hinges and

create a smooth premium finished look.

One of the most advantageous aspects of the company's services is its wealth of expertise and diversity of its range. Providing a full service comprised of a comprehensive design and manufacturing service, the company offers a wide range of hinges from continuous/piano hinges, butt and backflap hinges and standard, to heavy duty and bespoke made to order hinges. Using the company's automatic



section which contains eight lines of automated machines, Gold & Wassall Hinges is able to make hinges quicker and to almost any length. The company also maintains the specialist tooling for these machines which can complete multiple operations in each press.

Gold & Wassall Hinges is the only hinge company whose hinges are UK made, making them the only company in the UK which can offer this. Moreover, all of Gold & Wassall Hinges' stock is available for immediate dispatch.

In terms of its bespoke services, Gold & Wassall Hinges understands that some projects will require a custom built solution. To aid its customers with custom built requirements, Gold & Wassall Hinges provides a bespoke design and manufacturing service. This service enables the company to be able to create virtually any hinge requirement, facilitating the company to be able to develop both complex designs and simple designs, requiring small alterations.

To date, Gold & Wassall Hinges has created over 250,000 unique hinges and strives to continuously develop new patterns, on a daily basis. The company has demonstrated its wealth of expertise and consistency in exceeding expectations. Its sheer magnitude of industry leading expertise echos throughout Gold & Wassall Hinges' services, which has enabled the company to continue its operations throughout the COVID-19 pandemic, and beyond.

For any further information on the company, please see the details below.
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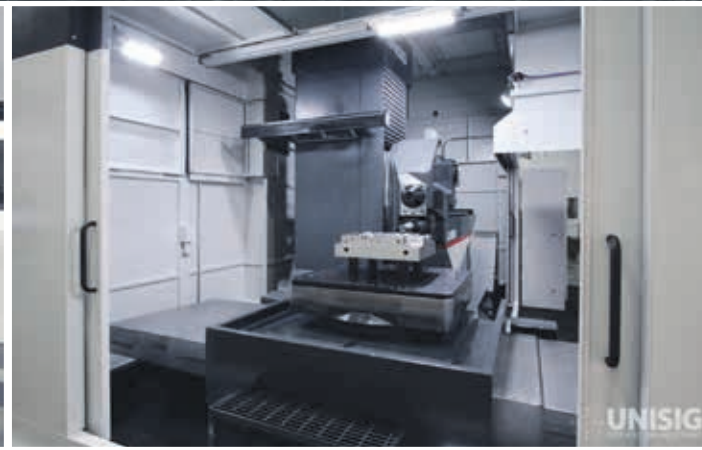
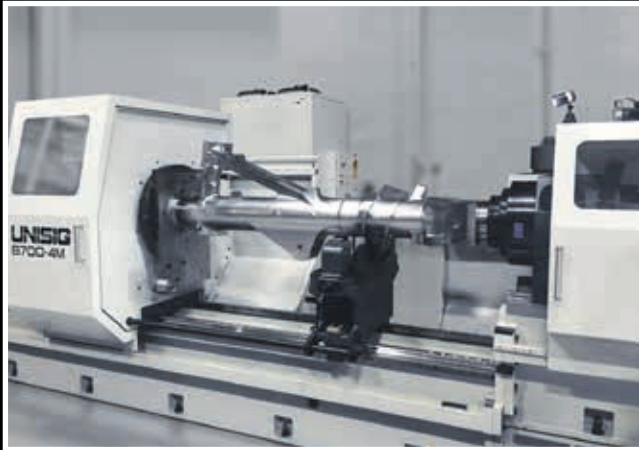
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Peter Minter: The Brickmaker's Tale

Peter Minter and his son Tony are well-known for their father and son business, Bulmer Brick and Tile. The family-run business has successfully been running for over 80 years and is extremely proud to say they have excellent expertise and knowledge in this industry.

Peter Minter wrote his own book, *The Brickmaker's Tale*, which entails a unique history of the Bulmer Brickyard and the craft of brick-making. Bulmer Brick and Tile pride themselves in saying that they are the most traditional in the UK that still uses methods to make bricks which dates all the way back to 1450. The first section of *The Brickmaker's Tale* focuses on the early history of the site, the second part of the book explores from 1936 onwards when the Minter Family acquired to the company.

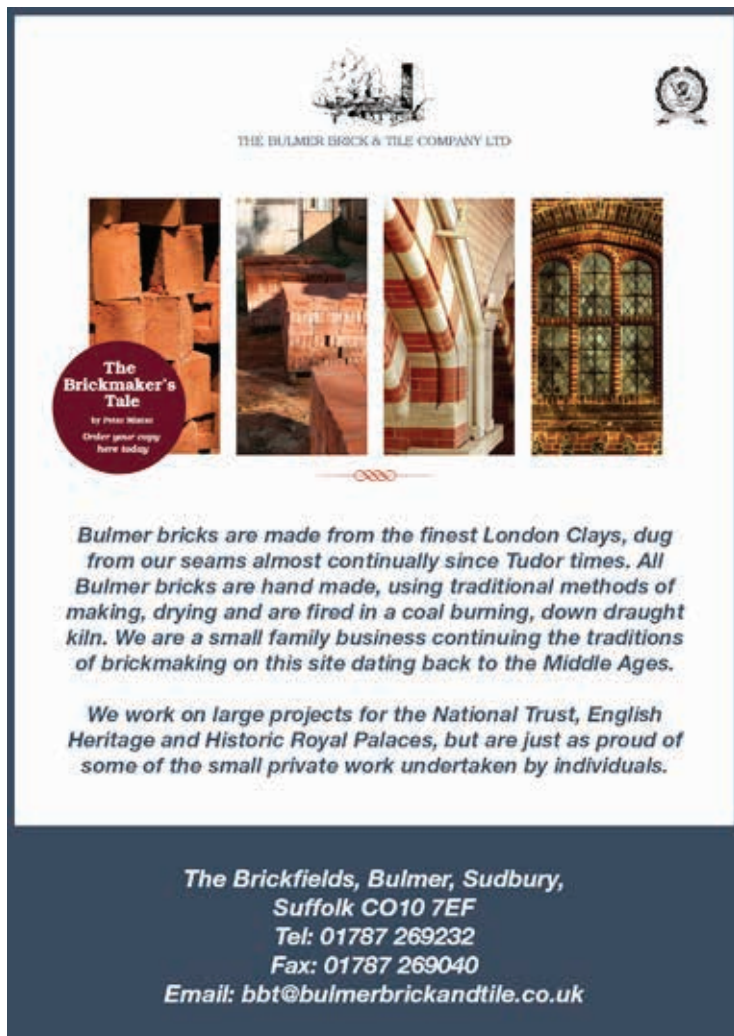
Finally persuaded by family and friends, Peter Minter wrote a book that recorded some of his unique knowledge and memories in a book. The book highlights the story of the Brickyard and the people that have worked there throughout the years. *The Brickmaker's Tale* touches on the recreation of historic bricks for National Trust properties which include Hampton Court Palace and Blickling Hall in Norfolk, not to mention the bricks for the extension of St Pancras Station in London.

The *Brickmaker's Tale* is available from local bookshop Kestrel in Sudbury Suffolk or direct from Bulmer Brick & Tile Co Ltd.

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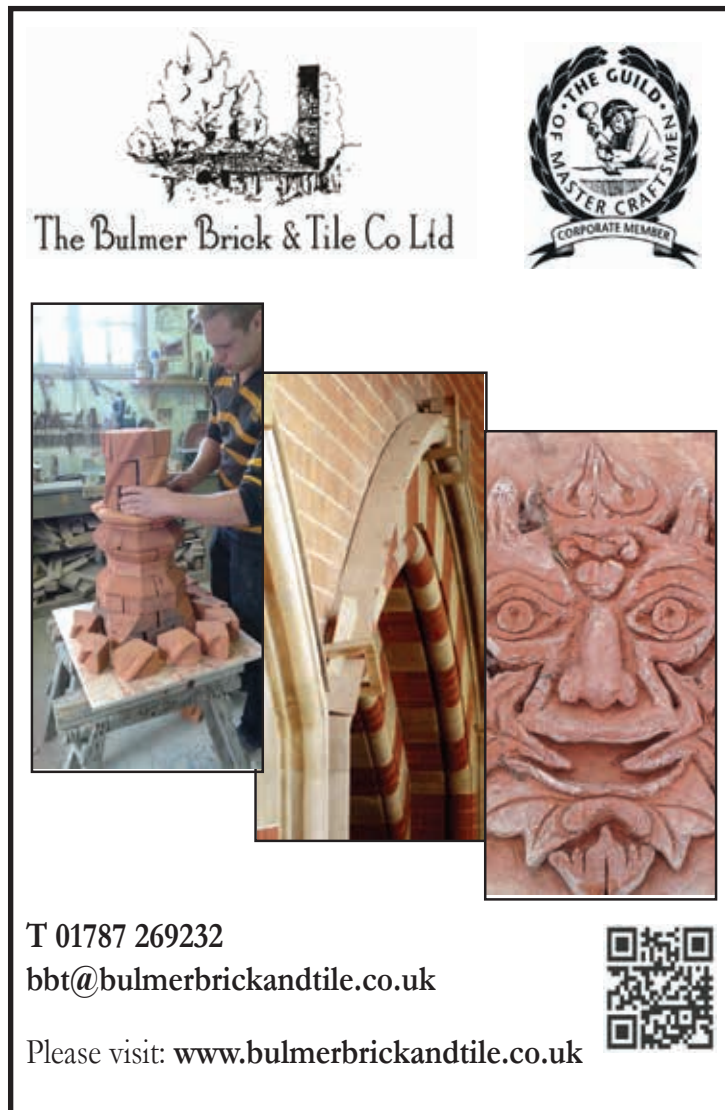


The Brickmaker's Tale
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We work on large projects for the National Trust, English Heritage and Historic Royal Palaces, but are just as proud of some of the small private work undertaken by individuals.


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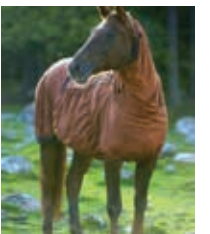
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Equestrian News

Quit foaling around, eliminate Sweet-Itch now!

Leisure Solutions is proud to feature Itchy Horse Company Ltd, an experienced no obligation advice service based in Mold, Flintshire. Itchy Horse Company Ltd uses its experience to offer extensive expert advice to owners of horses who suffer with Sweet-Itch.



Does your horse suffer with flies in their eyes? Or midges around their face and body? Having previously owned three horses coupled together with many years of hands-on managerial experience of The National Sweet-Itch Centre, Itchy Horse Company Ltd uses its expert no obligation approach to tackle the problem. Using all its necessary skills and equipment, Itchy Horse Company Ltd fully understand the distress caused by this condition to the carer and the horse.

Itchy Horse Company Ltd is the UK sole supplier of the renowned Swedish Boett Blanket and Hood which has been at the forefront of the treatment of Sweet Itch for 30 years.

"The Boett Blanket has survived the test of time, still the best product for Sweet-Itch, recommended by Vets and some insurance companies will cover the cost of too. It is such a good product that many have attempted to copy the design, but it's the breathable fabric that makes the difference and the excellent customer service that comes with it." Alison, Manager.

With an abundance of information available on how best to care for your horse it can be difficult to know who to trust. This can lead to confusion and frustration, ultimately leaving the problem unsolved. Itchy Horse Company Ltd offer products that are tried and tested with great success. It believes in the products offered and will always go the extra mile for the customers to ensure 100% satisfaction.

In aid to eliminate Sweet-Itch, Itchy Horse Company Ltd offers BioPlus capsules, these have resulted in a breakthrough in the treatment of Sweet-Itch. "We trialled them for 10 years. It started as a vaccine and was later developed into capsule form. We fed one capsule a week throughout the year and 90% of horses showed an improvement in their symptoms. Out of those horses 70% showed an above average improvement greater than 50%." Alison stated.

BioPlus capsules is not only an effective product, but it is simple and safe, designed to modulate the immune system. Itchy Horse Company Ltd has seen great results from this product not only to help treat Sweet-Itch but also treat other immune conditions such as COPD and Sarcoids.

Other fantastic products the company supply is a non-allergenic shampoo alongside numerous ointments including Mothers Bee products and Itchy Horse Barrier ointment. These products help soothe and protect, repairing damaged skin by providing a protective barrier allowing the skin to breathe and regenerate. Made from Beeswax, the Mother Bee sweet relief ointment is a blend of selected oils to help treat all skin conditions.

Everything Itchy Horse Company Ltd offers is geared towards the welfare of the horse as that is of vital importance. It has absorbed all increases in costs and has maintained set prices for the past seven years. Alison explained, "To us the welfare of the horse is more important than profit."

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Farming & Agriculture News



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Lightning Protection News

Stay safe with lightning protection

Here at Industrial Solutions, we are proud to announce South West Lightning Protection as our Lightning Protection Installation and Testing Services Company of the Month.

South West Lightning Protection provides a number of services throughout the UK including lightning protection, early streamer emission systems, upgrades of older systems, earthing services and design, safety line testing and inspection of horizontal safety line systems and PPE.



Established in 2014, South West Lightning Protection was created by Gary Libby who has over 40 years' experience in the industry. Located in Plymouth, the company also has an office in Scotland. "Our core service is lightning protection installations and testing; we also design new systems. As we are a small company in comparison to our competition, we strive to provide a personal service to our clients." Stated Gary.

In recent news, South West Lightning Protection has commenced testing of roof mounted horizontal cable based mansafe systems, permanent ladders, guard rails, and safety anchors. These services are provided individually from the company's lightning protection services, and to save the client money, can be combined.

South West Lightning Protection work throughout the UK to assist its clients with their project requirements regardless of their location. Within its lightning protection service, South West Lightning Protection is able to offer a full installation and testing service, including BSEN62305 systems, BS6651 upgrades, NFC 17 102 early streamer emission systems and BS7430 earthing systems. Some recent projects have included chimney upgrade works in Cumbria, new air termination networks in London and a new roof tape system in Plymouth. South West Lightning Protection record all test conditions and results, and a reminder is sent out before the next test is due.

The system South West Lightning Protection use provides an alternative solution to protecting structures where the installation of a British system is not a feasible or a viable option. Some benefits of its early streamer emission device include a more aesthetically pleasing device as the system only requires two down conductors and earth terminations to provide a path to earth. It is cheap to install and maintain, and as the number of roof conductors, down conductors and earth terminations are reduced, the system has a lower carbon footprint.

Its clients include electrical contractors, ministry of defence, NHS, companies in the sectors of water, commercial, telecoms and facilities management, as well as individuals. The company holds a health and safety accreditation by SafeContractor which audits the company training and safe systems of work. All company engineers are CITB card holders for the work they undertake, and DBS checked.

Inevitably, South West Lightning Protection experienced a disruption in the industry from COVID-19, however, as the company provides a safety critical work to the ministry of defence, it was classed as an essential business, so work was able to carry on at a reasonable level. "We have produced a company COVID-19 policy which protects both SWLP operators and clients. We work with clients to ensure we are in compliance to any restrictions on work which may be stipulated by customers." Stated Gary.

As South West Lightning Protection continue to grow within the lightning protection sector, the plan is to provide long term employment to its existing work force whilst adding new members of staff. "Whatever your requirements, we're here to help." Mentioned Gary.

For more information, see below.

T 07807 334441
south@lightningconductor.org
north@lightningconductor.org
www.lightningconductor.org

Waterproofing News

Your Flat Roofing Systems Specialist



Tuff Waterproofing attended the Build Show where they showcased their range of roofing materials, equipment and services. Tuff Waterproofing specialise in manufacturing and supplying heavy-duty GRP waterproof flat roof systems, as well as assistive products. The company was first set up in 2011 and grew out of an installation company that already had 30 years of experience. Heading Tuff Waterproofing is a considerably experienced and knowledgeable team, all of whom have over decades of experience in the industry. Not only does this allow them to supply their unrivalled flat roof systems, but it also means that they can provide top notch training, support and technical advice too.

Compared to those who specialise in solely manufacturing or installation, Tuff Waterproofing are able to supply a comprehensive service that works closely with customers and contractors.

We spoke to Gregory Gimenez, Managing Director at Tuff Waterproofing, who explained, "The life blood of Tuff Waterproofing is in our ability to provide exceptional training and professional support system for all of our clients. Our current dedicated team has between 15 and 20 years of experience in development and installation of our products thereby offering the very best in technical



advice in the business."

Based in North Yorkshire, Tuff Waterproofing supply to Builders Merchants and Roofing Centres throughout the UK. In addition to being one of the UK's leading providers of waterproof flat roofing systems, they are also incredibly proud to work in collaboration with Velux with regard to their highly sought after flat roof windows. As one of a select few to be chosen by Velux, a globally recognised multi-national group, they were held in extremely high recognition by those at the Build Show.

As for Tuff Waterproofing's products, they have a wide and varied product range to choose from which were also on display at the trade event. One notable and popular product is the TuffStuff® Grey Slate Top Coat that comes ready mixed for faster application and comes in a 15kg tin that can cover an impressive 30 square meters. Other TuffStuff coats include Basecoat (15 Kg) and application tools. Tuff Waterproofing also supply catalysts, reinforcing mat, roof trims and much more. Visitors of the UK Construction Week were particularly impressed by their newly launched TuffStuff® 10M² Roof Pack, an extensive one stop solution kit containing everything needed for installing a 10M² flat roof (OSB 3 Board and Trims to be sourced separately).

It contains a base coat resin, grey slate top coat, catalyst, reinforcement mat, finishing tissue, a wide bandage, GRP trim adhesive, latex gloves and finally a warranty certificate and installation manual.

When it comes to their training and technical support, Tuff Waterproofing have a committed and robust support team that prides

itself on helping customers achieve the most of their products, resolving any problems and minimising future issues.

If you would like to find out more on Tuff Waterproofing or how they can help you can the roof you require, then don't hesitate to get into contact today.

For more information please contact:
T 01977 680 250
www.tuffstuff.co.uk

T: 01977 680250
F: 01977 680284
E: orders@tuffwaterproofing.co.uk

TuffStuff® is the UK's premium designer, manufacturer and supplier of heavy-duty GRP waterproof flat roofing systems.

From our bespoke premises in North Yorkshire, we supply our products through a dedicated Stockist network located throughout the country.

TuffStuff® has a dedicated product development team that work closely with customers and our own UK-based manufacturing facility to produce an evolving product range that is suitable for multiple flat roof applications.

Please visit www.tuffstuff.co.uk

Lightning Protection News

Airport Business Centre
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Also located in Scotland, & London

South West Lightning Protection
www.lightningconductor.org

Formed in 2014, and having over 40 years of expertise in the lightning protection industry, South West Lightning Protection, provides a full range of services from our office locations in the UK. With our trained operatives we are able to provide a full range of services, from conception to completion, and with our Safecontractor accreditation you can be assured works will be carried out adhering to all relevant health and safety requirements.

Whatever your requirements - we are always pleased to help

- Lightning Protection risk assessments
- Installation & Design by accredited engineers
- Test & Inspection (BSEN62305, BS6651, NFC 17 102)
- Safety Line systems testing

Tel: 07807 33 44 41 Web: www.lightningconductor.org

Email : North@lightningconductor.org — South@lightningconductor.org

Family run business in fifth generation

Vandecasteele Houtimport is a fifth-generation family run business that imports timber and timber products from over 45 countries worldwide. Its facilities are located in Kortrijk, Aalbeke, Belgium, where the company specialises in the import, trading and export of tropical hardwood from Africa, Southeast Asia and South America. The company also provide Scandinavian and Russian Softwood, Siberian Larch, North American Soft and Hardwood and European Hardwood.

Established in 1883 by Louis Vandecasteele, the company has been passed down through the generations to its current owner Stefaan Vandecasteele. Stefaan took over the running

of the company in 2000 and together with his son Louis and daughter Margaux, keep the company's family spirit alive. Constantly seeking to promote cordial relations with customers and suppliers alike, the heart of the company runs off mutual trust from all parties involved. Having the ability to adapt and react to the ever changing, fast-paced industry, Vandecasteele Houtimport always puts the customer's demands at the forefront of its service.

Working alongside timber importers, timber merchants and wholesalers, the company is able to deliver stock that is difficult to source within days using its own fleet of 18 vehicles. Its impressive set up allows its storage facility

which is situated on 39.5 acres of land to accommodate more than 120,000m³ of sawn timber products. In a matter of days, Vandecasteele Houtimport has the resources and ability to adapt and bridge the gap between sources of supply in Africa, Far East, South America and North America to Europe. This makes the company the first choice with many importers and merchants.

Utilising its vast and impressive stockholding of hardwoods and softwoods coupled with its strong environmental credentials. Vandecasteele Houtimport not only cares about nature and certified wood, but it guarantees to its customer, the commitment to only trade timber that comes

from well-managed certified forests. With trust and reliability being an integral part of Vandecasteele Houtimport's DNA, it also holds the validation of many certificates from well-known organisations.

Aligns with the 17 sustainable development goals

Vandecasteele Houtimport has set a challenging goal to stock 100% certified timbers from 2025. Currently, 100% of the softwoods the company stock is already certified and over 50% of the tropical hardwood. This number is continuously growing and makes Vandecasteele Houtimport the biggest stockholder of certified tropical timbers in Europe. Currently stocking over 140 timber species, Vandecasteele Houtimport now provides its newest addition of stock that is certified European Beech and Oak in Joinery, Prime, Super Prime grades and flooring. The variety of stock from the company embellishes the company's taglines of 'Choose Life, Choose Wood' and 'Using timber is good, using certified timber is wonderful!' Vandecasteele Houtimport really do love what they do and have a strong passion to grow within the industry. One way in which the company is making growth take place is its reaction to how BREXIT has and will change the industry. To combat new rules and importation structures, Vandecasteele Houtimport has set up a company in the UK – Vandecasteele Timber Ltd – which will facilitate the trade to all UK partners. A further challenge Vandecasteele Houtimport has had to overcome is the barriers created by COVID-19. The business model of Vandecasteele Houtimport is to hold and keep all stock of over 140 different timber species. 18 months later, gaps have started to appear. Due to its extensive range of timber species that the company has invested in for a long time, now allows for lesser-known certified timber species to be promoted to its customers. The company take great pride in its work, with a mission to continuously invest in the best performing traceability and certification procedures, the highest quality organisational process and the permanent training of its employees. Vandecasteele Houtimport endeavour to show that timber is the world's most ecological and sustainable material. And its future plans only echo the company's approach to sustainability within the industry. Vandecasteele Houtimport has a dedicated team to ensure all due diligence is up to date and in addition to the strict process, the company has invested in a forest engineer in Brazil to ensure full control on the CoC of the Brazilian timbers purchased.

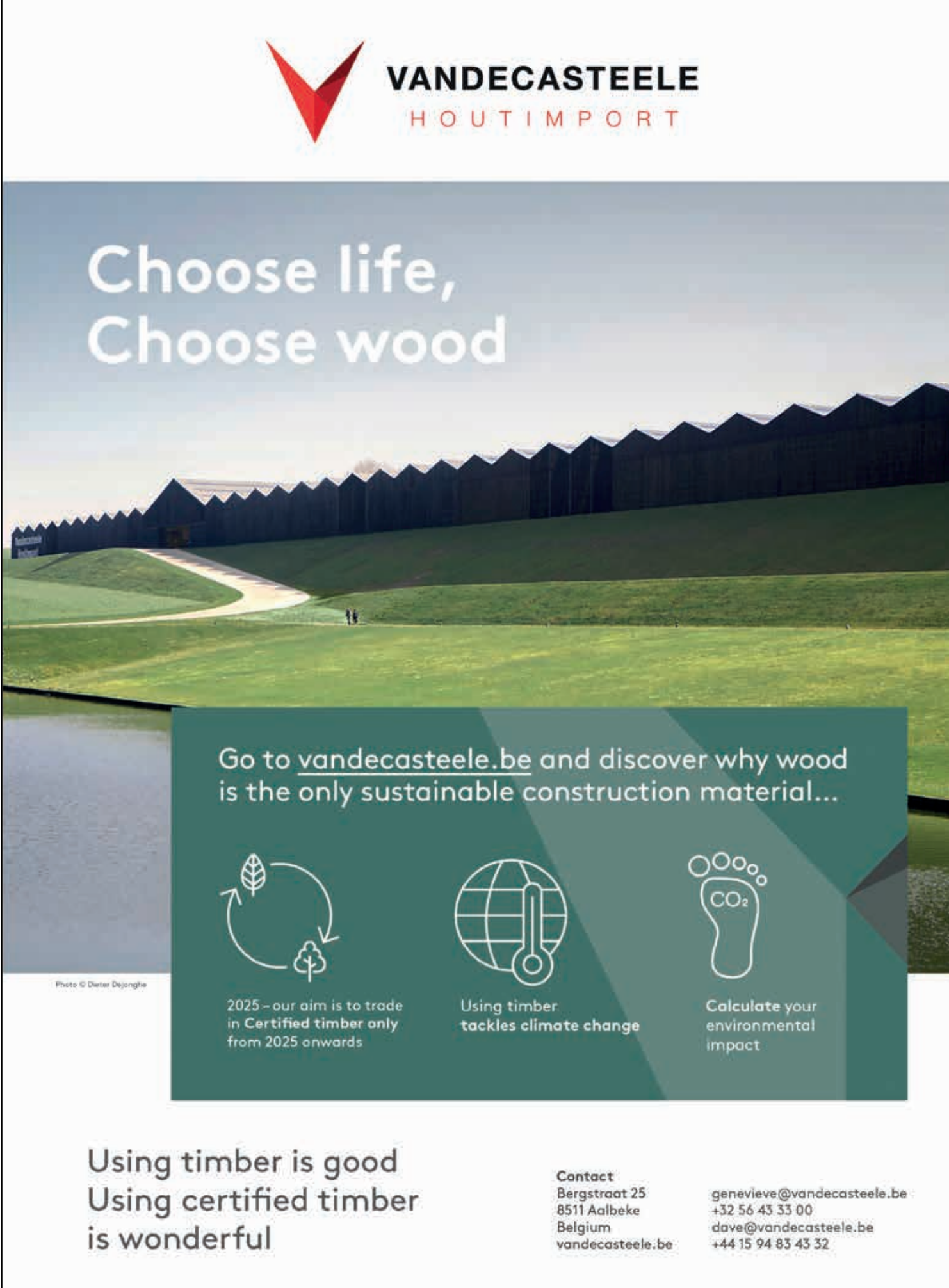
Circularity

Vandecasteele Houtimport are passionate about timber being used for sustainable building and construction material. Every step the company make boasts several ecological advantages showcasing the use of timber compared to traditional materials. With a low embodied energy and minimal carbon impact, timber really is the most sustainable material. It has an ecological, recyclable and biodegradable nature which is why Vandecasteele Houtimport is implementing a strict sustainability policy in all of its future actions and activities.

Long-term vision

Every step Vandecasteele Houtimport take, succinctly reveals the dedication and passion of the company and its future goals. As the company strive to be the European market leader in the trading of the richest assortment of certified timber, exclusively sourced from well-managed certified forests it is not going to be an easy journey, but it will most certainly be rewarding. With the goal of maximising the social, economic and environmental value of timber, now and for future generations, Vandecasteele Houtimport is creating economical sustainable change in a world that needs it most. For more information on Vandecasteele Houtimport and the products or services it provides, please see below.


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Photo © Dieter Dejonghe

Together we can create forests for the future

Established in 2014 by Nick Hollingworth and Liz Boivin, Tomorrow's Forests are specialists in high volume commercial reforestation, supporting industry, resource management, government, private landowners, and public institutions. "A lot of building work now requires tree planting, so we work with railway projects, housing developments, infrastructure and many others to help do this with cutting-edge technology," explains Liz.

After winning its first contract in 2014 to plant 90,000 trees, Tomorrow's Forests has grown significantly and now plants around 2 million trees each year across its numerous contracts. "After our first contract, we started gaining more, doing subcontracting in Yorkshire as well as some work in Scotland. Since then, we have established ourselves as a main contractor for the work we do and cover the whole of England, Wales, and Scotland," Liz adds.

replace the UK's lost forests, using Tomorrow's Forests' large-scale forestry experience. Instead of just planting trees for carbon sequestration, Creating Tomorrow's Forests is passionate about developing diverse woodland habitats for the long-term. The project uses the Tomorrow's Forests planting expertise with scientific research to make sure the right species of trees are planted in the right areas, and additional habitat such as ponds and meadows are created alongside to maximise the biodiversity at each site.

"We started acquiring land, offering businesses and individuals the chance to give back to nature and create biodiversity in places where it has been lost. We are very excited about this new project, and it is going well because businesses are prioritising sustainability and examining their environmental impact. We have started tree planting on a new wet woodland site in North Somerset.



This success is in no doubt down to Tomorrow's Forests' efficient, fast, and proactive nature. "When we start working with new clients, we often get positive feedback on how fast our team works. Our professional tree planters can plant around 3,000 trees a day each, so no project is too big or too small for us.

All of our team is trained and works hard during all daylight hours. For forestry work, we use a shift pattern of four days on, one day off. This helps to promote productivity, as they get a consistent day off that comes quicker than doing a five-day week as well as reducing the risk of injury. If we are working on construction sites, it is a five-day week, but the nature of the work is different from standard forestry."

In September 2020, a sister company was established called Creating Tomorrow's Forests, with the mission to fight climate change by creating forests across the UK, providing new habitats for wildlife, and removing CO₂ from the air. Creating Tomorrow's Forests was launched to make it easy for individuals and businesses to make a positive impact on the planet and



A lot of people are getting more interested in tree planting and the benefits it has, sequestering carbon and creating biodiversity and habitats for animals. I think COVID-19 has brought things into perspective for a lot of people in this sense."

Indeed, although the pandemic halted many of Tomorrow's Forests' operations in line with the construction industry, it meant they had more time



to focus on developing their new venture. "We want to work on expanding Creating Tomorrow's Forests, acquiring more sites and diversifying what we offer. Once we've completed the site in Somerset we'll be moving onto somewhere else."

And it is certainly true what Liz says – during the lockdowns across the world due to COVID-19, nature reclaimed many areas.

"Oceans were cleaner, animals were wandering the streets where they hadn't been before – it really put things into perspective for people. It's



important we take care of what we have. Scientists have been saying for years that we need to protect our climate, but it's easy to forget about this in day-to-day life. Putting a break on everything we were used to during the lockdown switched many people's focus to nature, with more of us taking walks in nature and in woodland.


For this reason and because of the push for carbon capture schemes, Creating Tomorrow's Forests has been getting more and more interest from businesses and individuals.

We are looking forward to developing the company further next year. We currently plant 2 million trees each year with Tomorrow's Forests,

and we want to reach the same point with our sister company."

If you would like to find out more information on either Tomorrow's Forests or Creating Tomorrow's Forests, head to the websites or get in touch directly using the contact details below.

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(Managing Director)
M 07760 263548 Elisabeth Boivin
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www.tomorrowsforests.co.uk
www.creatingtomorrowsforests.co.uk



www.tomorrowsforests.co.uk

Tomorrow's Forests can assist with the supply and planting of high quality local trees as well as sundry products required for your woodland creation project.

Our professional and dedicated team will carry out all the necessary surveys of your property, produce detailed designs and, with our skilled planters, will implement the new woodland creation to the highest standard and to meet your exact requirements.

We will provide help and advice throughout the process and ensure that specific government funding requirements are met. Following the completion of your woodland creation project, we can offer ongoing maintenance, upkeep and professional advice.

There are many advantages to the planting of trees on less productive or unused land areas and farmers and landowners can now obtain a number of government grant and funding options to help with establishing new woodland areas.

Woodland creation projects can be undertaken on suitable land from 3 hectares up larger areas of over 10 hectares and can provide substantial environmental and financial benefits.

Woodland Creation Benefits Include:	crops and livestock
<ul style="list-style-type: none">• Timber production• Increasing land value• Providing shelter for	<ul style="list-style-type: none">• Providing new wildlife habitats• Stabilising river banks• Game cover• Improving the amenity value

To find out how Tomorrow's Forests can help with your woodland creation project or to discuss the available grant options, please get in touch:

☎ 01258 818003 | ✉ office@tomorrowsforests.com



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Finding the right funding for you

Finding the right funding can be not only frustrating and tedious, but a long and often challenging task. Having a hands on approach, SME funding UK has over 20 years' of experience, specialising in commercial funding and invoice finance, and is well equipped with the resources, expertise and knowledge to assist you throughout the process of business funding. The company understands that as a business owner, you need quick results that provide you with the best funding solution. Utilising its expertise and access to over 150 lenders, SME funding UK has built a solid reputation on finding the right funding for its clients, echoed by its multitude of happy clients and testimonies.

SME funding UK Ltd is a business finance broker which was established by current Owner Henry Audley-Charles, to source almost any form of business finance for UK and Channel Island businesses, using traditional, alternative, peer to peer and fin-tech solutions. Henry maintains an impressive amount of experience and has been working in the banking industry for a multitude of years. Working with all the major players in the industry, Henry has worked with Lloyds, RBS and HSBC in Commercial and Senior Business Development roles as well as being the Regional Sales Director for an Invoice Finance Company.

Henry stated, "We are an Independent, ethical, FCA authorised and regulated finance broker. We help businesses borrow money from the right lender, at the right price."

Placing the utmost importance on customer care, SME funding UK Ltd is dedicated to providing the highest level of customer service, ensuring that it handles each application on an individual basis, creating and managing the initial relationship with the funder.

Working both ethically and transparently, the company truly takes on the importance of finding not just funding, but the RIGHT funding solution for its client, saving them time and presenting its clients with the straight facts. Expert customer service is at the forefront of the company's operations,

utilising its finance background of nearly 30 years' experience of banks, invoice financiers and independent funders; SME funding UK Ltd boasts the skills, expertise and connections to provide the best individual funding solution.

"We maintain a holistic approach to solving business finance problems. We working ethically to provide the right solution for the client, not the one that pays us the most commission." Added Henry.

SME funding UK Ltd assists its clients to find the right funding for a variety of needs including helping with new and used: equipment, tankers, tools, trucks, vans and yellow plant. This is in addition to business finance requirements, including: Asset Finance, Bridging, Construction Finance, Personal Guarantee Insurance, Buy to Let, Cashflow, Commercial Mortgages, Invoice Finance, Loans, Property Development and Working Capital.

SME funding UK Ltd maintains a varied and vast amount of accreditations, positioning the company firmly at the forefront of the industry for its expertise. Some of its most notable accreditations include being authorised and regulated by the Financial Conduct Authority, a member of the National Association of Finance Brokers and Financial Intermediary & Broker Association, and is registered with the Information Commissioner's Office. As the company is FCA authorised, this provides SME funding UK with access to better quality lenders ensuring that they can offer their clients the best deals.

SME funding UK Ltd's sheer commitment to assisting its clients is evidenced throughout its operations by various personal client testimonials.

Committed to assisting any UK business needing business finance and with constant expansion in terms of its services, SME funding UK Ltd



also provides consultancy services to SMEs to help improve business systems and processes, specialising in the sales ledger and sales order process. In addition, the company is consistently searching for new financing and services to offer its clients and has recently launched aviation and marine financing.

With its reputation being built on continuously exceeding expectations for its clients, SME funding UK Ltd is looking ahead to its future, set on continuing its hands on approach and dedication to clients.

For further information, please see the details below or get in touch if you would like to discuss what options may be open to you via a free of charge, no obligation chat.

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Your home is at risk if you do not keep up repayments on a mortgage or other loan secured on it. SME funding UK Ltd is a broker, not a lender and can introduce you to a number of finance providers based on your requirements and credit rating, we may receive a commission for such introductions. All finance is subject to application and formal credit approval.



Make your project possible

Building Update is proud to announce that DCON Safety Consultants Limited has received our Commitment to Excellence Award for 2020.

DCON Safety Consultants Limited offers leading health and safety consultancy and construction statute advice services. The company prioritises and specialises in the highest levels of informed and intelligent advice, senior project resource allocation



and compliance assurance. Informed by industry expertise, DCON Safety Consultants Limited knows that every project has potential risks, no matter what its potential benefits, so its team of highly experienced construction professionals helps to ensure clients' statutory conformity.

Upon gaining understanding of the specific needs, goals and desires of each client and their project, DCON Safety Consultants Limited is dedicated to implementing a design and construction management plan that will meet or exceed these requirements.



And, DCON Safety Consultants Limited ensures that there is honesty, integrity, trust and professionalism underpinning every project.

Moreover, the company's services are centred on three delivery principles:

- **Maximising Quality:** the company implements proven health, safety and wellbeing strategies to help clients achieve high quality and cost-effective work commensurate with the design of their projects.
- **Minimising Risk:** the company effectively manages design and delivery risk on projects to match each client's desired risk level profile.
- **Managing Compliance:** the company relies on its extensive background working on a wide variety of projects to assist clients in developing, monitoring and maintaining compliance performance.

This excellent service would not be possible without the leadership of Diarmuid Condon, a construction industry leader who brings unique perspectives to encourage, support and mentor the abilities of his colleagues. As a construction professional with a surveying background and experience spanning two decades, Diarmuid is emblematic of DCON Safety Consultants Limited's commitment to providing outstanding services to clients.

Diarmuid has contributed his invaluable expertise to over 400 projects over 20 years, with a client list including public sector departments, corporate owners, real estate developers, main contractors, design professionals and infrastructural bodies. With this incredible portfolio, Diarmuid is helping DCON Safety Consultants Limited to become a leader in health and safety consultancy across the construction industry.

Key to DCON Safety Consultants Limited's services is working as a Project Supervisor

for the Design Process (PSDP) in various sectors across the Irish construction market. No project is too simple or too complex for the company's PSDP consultants, all of whom are construction professionals with an average of 20 years' experience in the built environment. The ability to maximise this knowledge and skillset means DCON Safety Consultants Limited can generate distinctive and innovative ideas from traditional PSDP service inputs and outputs.

Additionally, DCON Safety Consultants Limited offers planning compliance assurance services. The ability to strategically support a positive planning decision is exclusive to the company. Its Draft Construction Management Plans (DCMP) inform the overall planning, coordination and control of a project from the beginning of construction to completion. The DCMP also safeguards the obligation placed upon a client to produce a safe, functional and financially viable project.

DCON Safety Consultants Limited also provides its main contractor clients with intelligent, practical, and reasonable physical site safety advice to support compliance and good practice adherence. Behavioural safety outcomes inform how the company approaches each solution with the contractor and their supply chain, identifying opportunities for improvement.



To complement this, DCON Safety Consultants Limited can also help with clients' health and safety strategy. Its holistic and integrated approach can help unlock substantial benefits for clients by providing a structured, objective and SMART framework for full optimisation through the creation of an environment that embraces health, safety and wellbeing.

This means DCON Safety Consultants Limited helps clients to improve their health, safety and environmental performance; enhance staff satisfaction thanks to improved performance; improve risk management and corporate governance with a clear audit trail; gain confidence from long-term planning, better sustainability and

performance; and improve overall corporate reputation, including greater staff satisfaction and a more efficient procurement and supply chain.



Finally, DCON Safety Consultants Limited can offer a safety expert witness service, which is headed by Diarmuid himself. He has extensively supported safety-related matters, and is a certified and competent safety professional who will work with clients to identify exactly what kind of safety expert is needed. Then, he will use an extensive network of contacts to recruit the right person to protect clients' interests.

DCON Safety Consultants Limited's fantastic service offering and proven track record

of offering leading health and safety consultancy services makes the company a worthy winner of our Commitment to Excellence award. Such achievements are proof that DCON Safety Consultants Limited is well-placed to help ensure your safety, health and wellbeing and make your project possible.

If you are interested in finding out more information on DCON Safety Consultants Limited's full range of excellent services, head to the website or get in touch directly using the contact details below.

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Varnish News

Unbeatable Varnish for a Range of Uses

Le Tonkinois Varnish is a specially designed varnish that was first formulated back in China almost three centuries ago. The natural oil based yacht varnish comes with a range of excellent benefits, including being permanent, removing brush marks, not cracking or flaking off.

On top of that, the varnish boasts exceptional corrosion protection for metals and has a durable coat too, meaning it can withstand impact without peeling or cracking.

The highly raved about varnish can be seen on yachts and boats, whether in fresh water, sea water, or sludge up and down the country. Not only that, but you can also use Le Tonkinois Varnish in kitchens, outdoor and interior woodwork.

As a result of being fully waterproof and non-microporous, the varnish is resistant to boiling water, alcohol and has even been classified as safe to use in food areas.

Le Tonkinois Varnish can also be used to stain wood, and pigments can be mixed in with the varnish if a particular colour is desired, whilst still allowing the wood to breathe, a feature not typically found among other varnishes.

The varnish is also naturally glossy and can be made matt or satin with an additional coating of Gelomat.

If you would like to find out how you can get your hands on some of the remarkable Le Tonkinois Varnish, or would like to find out how you can use it for your own needs, then be sure to get in contact using the number below.

Alternatively, more information can be found by checking out the website.

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No brush marks.

The tough non porous weatherproof coating is highly resistant to all the elements including U.V. and sea water.

Free of harmful and irritating ingredients, it is perfect for all indoor applications, yet outstrips other competitors for all outside purposes.

Ecologically friendly, no petroleum solvents.

Will go on top of nearly all existing products except wax, although on bare wood it embellishes all natural features and colour.

It is particularly good for boats, garden furniture etc.

Remaining flexible, once on it will not crack, chip or peel off.

Its natural brilliant gloss can be matted as required.

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Online E - Course News

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Demon Designs: Experts in glass

Building Update is always looking to showcase companies who are offering only the highest quality services, delivering an exceptional customer experience throughout the entire working relationship. For this reason, we are proud to announce that Demon Designs has been chosen to receive our Design Company of the Year award. "The staff and I are very excited to have been selected for this award," said Dominic Meakins, Managing Director. "It's a really great way to start the year on a high!"

Established in 2011 by Dominic Meakins, Demon Designs specialises in bespoke solutions for glass structures, offering consultancy, design and build services to exceed its clients' requirements every time. Fuelled by a commitment to excellence, the team at Demon Designs always goes the extra mile to ensure complete customer satisfaction, no matter what the project size.

"We pretty much provide everything glass related," Dominic explained. "A big seller last year was the switchable glass panels that turn from opaque to clear using a remote control or light switch. We can put this in almost any glass installation, from wall panels to windows – we have used it on glass floors and even to create a two-way mirror."

One of Demon Designs' key advantages is its comprehensive service, offering everything the customer might need for their project. "Many of our customers want the hassle removed. For example, if they want a walk-on glass floor installed, they don't want to get a builder in to cut the hole, a plasterer to make good and a decorator to finish it off. We can do the lot, including engineers' calculations." Indeed, with the ability to provide a one-stop-shop for all project requirements, Demon Designs is the number one choice, no matter how complex the design.

Recently, Demon Designs joined Check-a-trade, with a view to obtaining more domestic customers in preparation for the uncertainty of the current commercial market. "This has had some success, but we still find that the vast majority of our customers are either returning customers or new customers by recommendation, and you can't really get a better endorsement than that!"

Indeed, as well as a loyal customer base, this commitment to customer satisfaction has resulted in impressive successes for Demon Designs over the past eight years, and this year has been no different. "It's been an interesting year for us," Dominic told us. "We have seen a shift in the type of projects we win, moving away from large commercial fit-out projects towards domestic 'Grand Designs' type projects and installations."



"In the past year we have designed and installed two glass stages, which were very interesting projects and highly pressured with regard to time and expectation. We were also very lucky to have been awarded the contract to install all the glass for the hospitality areas at Tottenham Hotspur football club, as well as fit out several of the NFL areas."

In the coming years, Demon Designs is looking to complete more complex projects, to help the

company grow even further and build upon its achievements since its inception eight years ago. "We want to take on more bespoke projects, big or small. I personally believe that you can only improve by pushing your boundaries, and this is true for business also. We are constantly taking on more challenging projects, often from other companies who don't want the risk. The great thing about this is that we often work for companies that would be considered competitors in other fields."

Indeed, Demon Designs' future ventures are highly anticipated as it continually develops and improves upon its capabilities. The company is always interested in taking on new customers, either commercial or domestic, so get in touch using the details below or head to the website if you wish to discuss your ideas.

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www.demon-designs.co.uk



Your material handling partner

In this issue of Building Update, we are proud to announce that we have selected Davison Forklift as our Forklift Solutions Company of the Month.

Davison Forklift became a limited company in 1977 and grew as supplier of forklifts to the manufacturing, logistics and supply chain of the West Midlands and surrounding areas. In the summer of 2017 the company was purchased by the Malcolm Harrison Group of Companies with the intention to grow organically and extend our hire portfolio. As part of this ambitious growth projection in early 2021 we moved into our current premises located outside Telford in Shropshire.

We are now dealers for Clark forklifts, Ausa Equipment and Machinery, Haulotte access platforms and Hako cleaning equipment.

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Complete compliance solutions



We are pleased to announce that CheckedSafe has been selected as the recipient of our Commitment to Excellence Award.

Since 2014, CheckedSafe has provided simple and inexpensive tailored compliance solutions. Established by Gary Hawthorne and Darran Harris, CheckedSafe is a SaaS platform compliance provider providing several apps and a web-based reporting system that is multi-functional and secure.

The CheckedSafe system offers organisations a complete solution, enabling them to manage and protect their workforce and comply with legal compliance requirements whilst reducing cost and liability. "We can provide you with a fully integrated solution - you can be completely paperless - also by using our system properly you will have a legally defensible product. We bespoke templates on the app to suit individual requirements, our latest release now means that the client can also do this themselves," said Gary.

Located in Burnley, its system is global and can be accessed from anywhere as long as you have an internet connection for the management portal, the app itself works off line and on-line so there is no restriction on using the app.

Both Darran and Gary's individual expertise has resulted in CheckedSafe being a nationally recognised company. "I am a transport professional with 30+ years in commercial

transport, and Darran has 25+ years as a solicitor, so our individual skills set us apart from other "IT" providers in the industry," said Gary.

CheckedSafe has a range of services from vehicle compliance solutions, compliance and regulations, risk assessment and incident reporting tools via the App that enables them to offer the client a complete solution. Gary explained, "We constantly develop our product from user feedback. We release new features at least every quarter and a new app probably every four months depending on what features we have developed. Customer feedback is critical to us, we know a lot about transport, but the end users have great ideas that we take on board and use to develop free of charge and push out to the CheckedSafe community."

CheckedSafe's web-based reporting system is accredited by DVSA and the FLTA and utilised across all fleet types of HGV, PCV, VAN, plant or utilities. If it needs a checklist, CheckedSafe can digitise and catalogue it, providing you with a cost-effective compliance solution.

With much of the industry yet to explore, over five



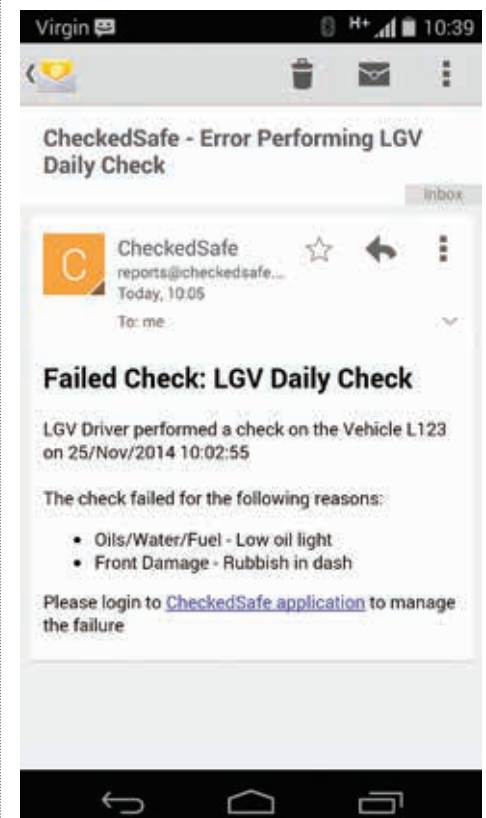
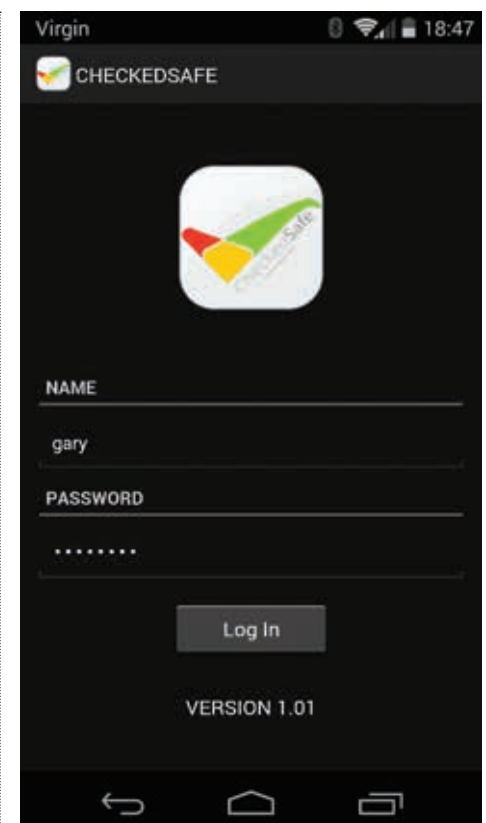
million commercial vehicles in the UK and over 20 million pieces of plant, there is a huge market for CheckedSafe to expand into. "Our plan is to furrow into the fleet industry and develop new features, and if from this market we get new ideas then we will look to develop them further. We have recently developed our API to link with Dynamic 365 for a large crane operator which will come into development later this year/early 2022," stated Gary.

Despite COVID-19, CheckedSafe has managed to outsource all marketing resulting in an increase in in-bound enquiries. Utilising platforms such as Zoom and Teams, less time has been spent travelling and more focus has been on growing the business from home.

Eight years ago, CheckedSafe was an idea, that today, has flourished into a fully successful business. Gary and Darran are passionate about what they do and provide a skill set that boasts professionalism and expertise. "We know our industry and our clients have an immediate infinity with us and put faith in us," said Gary.

For more information, see below.

T 01282 908429
info@checkedsafe.com
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Gordon Rigg to recognise 76 years in business



providing new tanks for its fish in 2018, and in 2019 Gordon's Garden Tea Room was opened. "This year we have revamped our Mill Shop and intend to extend our farm shop as we see more room for growth in that area," noted Fiona.

With Christmas fast approaching, Gordon Riggs is preparing its displays which customers boast about for miles around. In

the coming months it will begin stocking festive favourites from decorations, cards, wrapping papers, to Christmas pottery, ribbons and Christmas silk flowers. "We do a vast selection of Christmas lights, real, artificial and fibre optic trees," mentioned Fiona.

Following Gordon's passing; the company is now owned and managed by Gordon's son, Peter Rigg, his wife Pauline and their children. To commemorate its anniversary, the Rigg family celebrate and comment, "we are definitely looking forward to many more years in business."

Gordon Rigg
GARDEN, HOME & LEISURE

For more information, see below.
T 01706 813374
sales@gordonrigg.com
www.gordonrigg.com

Gordon Rigg recognises its 76 years in business this year and has been voted the North of England's best garden centre by Which? Magazine. The milestone is lauded by the exceptional long standing pillars Gordon Rigg has implemented into the local community. Over the years it has employed hundreds of local individuals, connecting community with business, showing others how the values within Gordon Rigg have fostered a community culture of care, compassion and hard work.

"After 76 years it's fantastic that Gordon Rigg continues to thrive as a business, and we are still very much a family run firm that is built on the same values that formed the company's foundations back in 1945, providing quality, choice and value. We have a huge selection of garden, home and leisure products with one of the largest house plant departments in the North of England," explained Peter Rigg, Owner.

Since its founding in 1945 by Gordon Rigg, the company has grown into one of the districts most well-known garden centres and attracts gardeners from all over the country. Its flagship centre is based in Todmorden, which is located opposite the Bottoms Mill Shop and its one other centre is in Rochdale. "We pride ourselves on providing a huge choice of products from reputable suppliers that we have dealt with for years. We offer excellent value as well as excellent customer service," said Fiona, Marketing Manager.

'Inspiring gardeners since 1945' - Gordon Rigg nurtures a passion within the younger generation for gardening. It believes by educating them, the future of the horticultural industry will be in safe hands. Over the years customers of Gordon Rigg have typically been of the older generation, but recently, the garden centre has received an influx of interest from families with young children and young adults. "Parents have told us our garden centre has been a god send throughout COVID-19, as at times it was the only place to bring young children to keep them engaged and entertained as they visited our aquatics department and looked around the centre. Our collection of resin animals from Vivid Arts is particularly popular with young children," said Fiona.

Armed with an entrepreneurial spirit and a keen eye for the latest developments in the horticultural industry, Gordon Rigg is constantly looking for ways to improve. Over the years it has opened a farm shop at its Todmorden branch which now offers the best quality local and regional produce, redevelopment the aquatic department



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How can you improve your driver and fleet risk management?

Improve your risk and compliance processes with the future of driver & fleet risk management solutions.

Licence Bureau, via its parent company TTC Group, is offering the world-leading driver and employee risk management platform solution TTC Continuum.

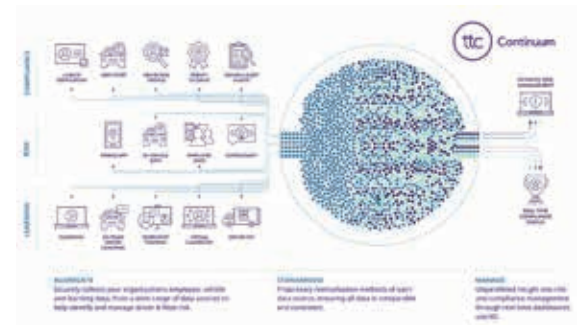
Integrating data from numerous sources, including telematics, driver behaviour

and in-vehicle technology, TTC Continuum delivers comprehensive insights into driver risk and compliance management through real-time dashboards and management information.

By using TTC Continuum, you can easily and quickly manage your entire driving community from a single online platform, ensuring real-time compliance with HSE legislation and that your organisation is

best placed to manage 'Duty of Care' Compliance under current UK legislation.

Thanks to its 24/7/365 delivery of driver and fleet risk data, TTC Continuum makes managing your organisation's fleet far simpler, driving decision making and focusing fleet management resources to where they're needed most.



TTC Continuum

TTC Continuum platform manages driver Risk & Compliance

TTC Continuum is the future of driver & fleet risk management solutions, integrating data from many sources including telematics, driver behaviour and in-vehicle technology, to deliver unparalleled insight into driver risk and compliance management through real-time dashboards and Management Information.

- Driving Licence Verification
- Grey Fleet Management
- Driver Risk Profile
- Permit to Drive
- Driver & Fleet Risk Audits



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The platform recognises that each driver is a unique individual, ensuring that any training meets drivers' exact needs and adapts as their needs change, lowering collision risk exposure and the related costs you might incur. Furthermore, you can tailor training to match your business needs by starting with compliance and then building a programme to deliver real business benefits, such as collision cost reductions, improved employee retention and stabilised insurance premiums.

The effectiveness of this training can decline over time unless it is reinforced on a regular basis, so TTC Continuum also offers a suite of post-training interventions, such as micro-videos, that keep driver risk at the forefront of every drivers' mind.

What's more, by combining driver-declared driving history with real-time telematics data, TTC Continuum offers customers the opportunity to use multiple data sources to drive fleet and driver risk decision making.

Of course, the risk exposure for drivers changes day by day – it can be increased in poor driving decisions or reduced by targeted and personalised training. TTC Continuum helps to identify changes in risk profile and discovers opportunities for additional remedial action.

Other solutions included within the TTC Continuum include Driving Licence Checks, which feature a digital e-declaration and results within seconds. Results are stored by TTC Continuum and help to identify the highest risk drivers, being a key element of the driver Risk Profile Score. This is in addition to a Driver Risk Profile, with a 40-question Driver Risk Assessment. Scores are produced by market-leading risk score algorithms created by industry experts and validated by data scientists, with an easy dashboard view of Driver Risk Profiles.

This is just a snapshot of TTC Continuum's comprehensive features, and readers are urged to get in touch with Licence Bureau for a demo to discover first-hand how TTC Continuum can improve your driver and fleet risk management.

Interested? Get in touch using the details below.

T 01442 430 980
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www.thettcgroup.com/driver-risk-management/ttc-continuum



Providing Innovative Patented Solutions for Over 50 years



Campisa is a leading manufacturer of dock levellers, dock shelters and other loading bay equipment, fast action doors and sectional door drive systems. With an expansive history, Campisa was first established over 50 years ago in Milan. "The manufacturing plant in Milan has been established over 50 years and we registered Campisa UK Ltd in March last year." Alan Jenkins stated.

Specialising in loading bay equipment, sectional overhead doors and high-speed doors, Campisa maintains a dominating global presence with numerous industrial patents obtained, establishing itself as a leading innovator in hydraulic drive systems.

A notable unique product for Campisa is its Fidelity® hydraulic drive system. Featuring an innovative design, the patented Campisa Fidelity® hydraulic drive system works similarly to a conventional drive unit but does not contain springs, spring shafts and cable drums. By eradicating the need for springs and cable drums, the drive provides an enhanced safety method of installation and servicing of sectional doors. Notably, the system can also be fitted to both existing and new doors. With a plethora of benefits, the Fidelity® hydraulic drive system boasts low operational cost and maintenance.

"Campisa has manufactured a unique hydraulic drive system for sectional overhead doors called the Fidelity Compact, which replaces conventional springs and cable drums, which when damaged can result in expensive repairs." Alan continued, "With the Fidelity Powering unit, both the sectional door and dock leveller can be operated by one wall mounted hydraulic console. Also the combined unit would only require a 0.75kW 3 phase motor, whereas most other loading bay sets would require between 1.1kW and 1.5kW."

In regards to the impact of the ongoing COVID-19 pandemic, Campisa has been extremely fortunate and has been able to continue its growth and respond to the needs of its markets. "If anything our market has increased in some areas, especially in the warehousing market. The pandemic has meant that a lot more people are shopping online and therefore, more products are being warehoused for early delivery, resulting in an increase of warehouse space and development." Alan said.

Indeed, Campisa maintains a clear dedicated ethos of continuous development and with this in mind; Campisa has recently added a brand new factory which is being built in Alba, about a two hour drive away from Milan, with state of the art production machinery. A great new asset for the company to complement its future ambition, which Alan stated is to "become the fifth major player in the loading bay market."

For any further information on Campisa, please see the details featured below.

Contact
T 01536 851785
www.campisa.co.uk

Reusable thermal packaging



Polar Thermal Packaging Ltd, was established in 2012, however the original Polar brand has been around for over 30 years. Polar's entry into the thermal control market, came following a request by the Ministry of Defence, to solve the problem of frozen food melting at the dockside.

CEO, Paul Harrison and the team, have designed various thermal systems for the National Blood Service, DHL, Excel Global Logistics, Marks and Spencer, Tesco's, Sainsbury's, Astra Zeneca, Pfizer along with many other clients.

Polar Thermal Packaging Ltd, manufacture a range of temperature control insulated systems. These include transport packaging for blood products, food, vaccines, pharmaceuticals, fine chemicals, plus many other specialist applications.

Polar is the best performing British product in its field, all Polar Thermal products, are manufactured at its Wiltshire based factory and are used throughout the world.

What makes Polar Thermal Packaging Ltd products so special? In recent testing by NHS England, the company's products scored 100/100 while its closest competitor scored 72. This is because of the materials used and the quality of Polar Thermal's British workmanship.

All products have been deployed in the harshest and most testing environments and have proved themselves, whether it is in constant daily use in UK hospitals or in conflict-zones like Afghanistan, showcasing Polar Thermal's service is effective and durable.

Polar Thermal, has a vast range of transport

solutions, for airfreight and road transport, supporting the cold chain for perishables, and pharmaceuticals markets.

Our customer feedback is excellent! All Polar Thermal products are reusable, with every square meter of insulation, produced from over 600 plastic bottles, with multiple uses, which makes for a cost-effective solution, alongside being extremely environmentally friendly, stated Paul Harrison, Managing Director & Head of Design.

Polar Thermal Packaging Ltd has developed it's Polar-Pod™ system, in conjunction with Gist International, to safely ship perishable, chilled and frozen produce by road and air, providing a controlled environment in varying ambient temperatures.

The range was developed, to reflect customer demand for a single use modular system, that provides excellent performance. Combining a plethora of technologies in three categories; Deep Frozen: -18°C to -14°C, Chilled: +2°C to +8°C and Ambient: +1.5°C to +25°C.



Available in three sizes, 1500 x 1200 x 1000 (1.5 m3 internal capacity), 800 x 1200 x 1000 (1 m3 internal capacity) and 400 x 1200 x 1000 (1/2 m3 internal capacity). The Polar Pod, complete with the appropriate coolant packs, will deliver fantastic results over 30, 48 and 72 hours.

"The Polar Dot-Box™ system is produced from EPP, which is 100% recyclable polypropylene material. When no longer serviceable, Polar will shred and recycle the system to produce a new one, explained Paul, The Polar Dot-Box™ is a lightweight thermal liner, that fits snugly

into a standard Euro 44 Litre tote, reducing or eliminating the need for refrigeration in vehicles. It's space saving when stowed flat, allowing the plastic crates to be nested, The Polar Dot-Box™ delivery system, is perfect for chilled, fresh or frozen goods.

In light of the recent COVID-19 pandemic, Polar Thermal Packaging Ltd, has been busy supplying vaccine carry bags as part of its vaccine transport range, which come available in various sizes, 10, 20 and 30 Litre carry bags. These are ideal for vaccination programs, lasting up to twelve hours plus.

The specially designed inner lid, reduces thermal loss, whilst helping to maintain temperature, despite repeated opening of the bag.

Developed using NASA technology, Polartherm™ is made up of a reflective inner layer, with a hollow fibre insulation material, with a waterproof woven PVC outer, producing a unique product, that is both tough and lightweight, with excellent thermal control properties.

Another product development, which came from a public-sector requirement, was the Performance Roll Cage. The product is lightweight, sturdy, durable and was developed alongside a leading public-sector procurement organisation, to safely deliver frozen, chilled and perishable produce, over multiple drops.

Available with a two-year warranty, utilizing the appropriate cool packs, to deliver faultless results over 30, 48 and 72 hours.

For the immediate future, Polar Thermal Packaging Ltd, is constantly looking to improve and expand on its already successful product range, using its client's feedback, to innovative new product designs.

With a new website upgrade coming soon, Polar Thermal Packaging Ltd, has its sights set on big changes for the future.

Should you require any further information, regarding our products or services, Please contact Polar Thermal Packaging Ltd.

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The Camtorc Actuator: A Short Case Study

An Optimised Design for Valve Actuators

The Camtorc series actuator is a mathematically derived cam system first manufactured in 1975. It has been in continuous production since, gaining a base in industries all over the world. Imtex Controls acquired all rights to the design in 2006 and integrated it into a modular assembly that is particularly suited to space-sensitive or remote/inaccessible locations.

The unique Camtorc design has many advantages over other actuator systems, and it is important for end users and buyers to be aware of these differences. This case study will explain the advantages of Camtorc, outline the modular components, compare Camtorc to other actuator systems, and also demonstrate how fail-safe valves, or applications where Maximum Allowable Stem Torque (MAST) is a concern, will benefit from improved torque-efficiency and a reduced risk of valve failure. Finally, there is discussion of how Camtorc can prevent spurious trips and false alarms on assemblies where valve testing, especially Partial Stroke Testing (PST), is in use.

Advantages of the Camtorc Actuator

The Camtorc actuator is a linear to rotary motion convertor primarily used for the pneumatic or hydraulic actuation of quarter-turn pipeline valves and dampers. Consequently, the design has seen a big uptake in the oil/gas, marine and power generation industries. What really sets this design apart is the mathematical profile of the cam which ensures a constant output torque during the piston stroke. This eliminates backlash. The combination of zero backlash and constant output torque means



there are fewer moving parts – reducing possible causes to fail, which contributes to a longer service life and lower maintenance costs.

Additionally, this optimised system also avoids two more, related problems. Firstly, the constant torque negates large side-forces which require additional infrastructure within the housing. This in turn avoids the problem of side-loads, which require more complex assemblies. As a result, Camtorc actuators are more compact and generally have lower installation costs.

The Camtorc Actuator Outperforms Other Systems

Compared to other actuator systems, such as the scotch yoke design, Camtorc offers substantial advantages. The scotch yoke actuator employs a piston that moves a yoke via a sliding pin. It is easiest to think of Camtorc as an optimised version of this design, clamping the yoke apparatus (attached to the pistons)

around the cam so they remain in contact along a frictionless surface. Performance differences between the two actuator designs are summarised in the below table:

Other Valves that Benefit from a Camtorc Actuator

Camtorc offers significant safety benefits for certain types of applications listed below:

- **Modulating Valves:** zero-backlash and high run torques make Camtorc very suitable to modulating valves.
- **High Cycling Valves:** The simple mechanism and lack of side-forces means Camtorc is not prone to excessive wear and will run for extended periods on high cycling valves. Camtorc has been tested in excess of 1 million operations (Third Party verified to 0.5 million operations by CEEB in the UK).
- **Remote Valves:** The lack of side-forces increases the intervals between service maintenance making Camtorc particularly suited to remote and inaccessible valves.
- **Space Sensitive Applications:** The compact design makes Camtorc the obvious choice where space is a limiting factor (on Offshore rigs for example).
- **Valves Required to Fail-Open:** Extra torque generated on the spring stroke allows for smaller Camtorc models to be fitted on fail-open valves. Typically, Camtorc actuators fitted to fail-open valves are a third smaller than the equivalent scotch yoke.

Valves Fitted with Testing Apparatus (i.e. Partial Stroke Test)

On safety critical valves (i.e. ESDVs) it is increasingly common to carry out some form of valve assembly testing, such as Partial Stroke Testing (PST). The advantages for plants and rigs are that critical valves are tested for integrity without the cost burden of shutting off the valve.

There are two distinct advantages to the Camtorc design when it comes to PST:

- In the dual piston-design of the Spring Module less air needs to leave the actuator to start the piston moving, and a much larger pressure drop is required to complete the stroke. This significantly decreases the risk of over-travel (spurious trips).
- To prevent over-travel a maximum pressure drop is often set, but on a scotch valve actuator this is usually very close to the pressure required to start moving the valve. Therefore, if the valve sticks a little (which often happens when a valve has been inactive) the test might fail erroneously: since a slightly lower pressure would cause the valve to move. With Camtorc, the larger pressure differential on the spring stroke allows for much more control of the PST system, and the maximum permissible pressure drop is far less likely to abort the test.

False fails and spurious trips are costly and risky on a plant or oil rig where they might lead to a partial or complete shutdown of operations.

Summary

For the buyer, all of the design benefits of the Camtorc actuator system result in a significantly reduced Whole Life Cost (Whole Life Cost is the projected cost of an asset over its entire life).

Overall, companies that choose Camtorc benefit from:

- Lower installation costs
- Lower maintenance costs
- Improved safety (and reassurance where MAST is a design criteria)
- A longer service life (particularly important in aggressive environments)
- Significantly lower risk of both spurious trips and false-fails during PST
- Reduced Whole Life Cost

The Camtorc series is available for pneumatic and hydraulic applications in either double acting or spring return configurations with a full range of modular control accessories.

Please contact Imtex Controls on;

T +44 (0)8700 340 002

E sales@imtex-controls.com for more information.

CAMTORC

- Fewer moving parts = longer service life + lower maintenance costs = reduced Whole Life Cost
- Integration of cam & body pistons reduces dimensions of unit
- Cam slides across low friction pads, increasing output efficiency to 90-96% of theoretical max.
- Consistent output torques throughout the stroke: suited to modulating control
- Large side-forces are eliminated = less external housing = suited to remote/inaccessible locations
- Cam mechanism is backlash free = easily stopped/started mid-stroke
- Reduces the risk of false-fails & spurious trips during PST = lower risk of plant shutdown / damage

V S SCOTCH YOKE

- More moving parts = more wear and risk of failure = higher Whole Life Cost
- Inconsistent output torques throughout the stroke
- Large side-forces at either end of the stroke require additional infrastructure/housing
- Side-forces and pin friction reduces efficiency to 75-80% of max. theoretical torque
- Larger unit + more complex assemblies = higher installation costs
- Where MAST is an issue the stem size may need to be increased = larger unit / more assemblies
- More likely to create false-fails or over-travel (spurious trips) during a PST test = damage or shutdown



Solving Valve MAST Issues

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Screwshop

NE Fasteners Limited is a family owned company with over 30 years' experience, primarily specialising in screws fixings & fasteners for the DIY, hardware, building, joinery and furniture manufacturing sectors. NE Fasteners prides itself with offering expertise, competitive prices from local and internationally sourced standard and bespoke products.

More recently, Screwshop has evolved from its established sister company, NE Fasteners and

has also proven a huge success with its online shop. Situated in a 7,000sqft warehouse in Cradley Heath in the West Midlands, we are able to provide a wide range of finishes, including zinc, electro brass, black chrome, satin chrome, bronze and nickel, and packaging options, ensuring that many buyers consider us to be a key and valued supplier.

With friendly and experienced staff, our aim is to offer excellent service with our next day delivery service and give an opportunity for

our customers to let us manage all fixings, fasteners and component requirements competitively.

Screwshop has a trade counter which is open daily 8am-4.30pm.

Have a look at our online shop www.screwshop.co.uk, or give us a call on 0121 559 8866 with your enquiries and we will give you our best attention and prices at all times.



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Gold & Wassall have been manufacturing hinges for over two centuries, so it's safe to say we know what we're doing. Our team of experts can design and manufacture almost any hinge, for any application. We have made upwards of 250,000 unique hinge designs, with more designs being drawn up each day.

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Bespoke hinges are growing in popularity



The ever-growing demand for bespoke products is a challenge Gold & Wassall has accepted with enthusiasm. In the past 12 months, G&W passed the landmark of producing its 250,000th unique hinge design and, with the aid of its expert design team and in-house toolroom, the company shows no signs of stopping there.

Sales Manager Scott Bareham commented, "Of course, we have our huge stock range of hinges – we stock approximately 50,000 hinges on average. However, we see increasing demand every day for bespoke hinges.

"Our in-house toolroom enables us to create almost any piercing pattern and crank pattern, as well as shaping and cut outs.

"When it comes to bigger quantities it's pretty labour intensive to be drilling and countersinking holes to a set pattern, whereas we have the capability to produce a tool specific to the hinge. This reduces labour costs and time significantly.

"Our bespoke service isn't limited to simply the shape and size of the hinge, we are producing a wider variety of finishes to hinges than ever before. A recent project saw the exploration of laser engraving a powder coated hinge with the customer logo, which proved very successful. Producing bespoke hinges is certainly one of our biggest strengths, and the ever-increasing imagination of our customers is what keeps us on our toes on a daily basis."

Contact
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Electronics News

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Unique Woodland for any corporate event in an AONB



Nestled in the idyllic East Devonian countryside is Boveys Down Farm, a quiet and rural retreat offering Woodland Weddings, glamping (March – September) and year-round camping.

Boasting stunning views of the Farway Valley in an AONB, Boveys Down Farm is situated a few miles from the Jurassic

coast, and no more than 15 minutes away from beaches, pubs, shops and restaurants, making it secluded yet conveniently close to everything you could need for a camping break.

Five years ago, the farm became a fully licensed venue for weddings and civil ceremonies. We had the pleasure of speaking to Pam about what makes



Boveys Down Farm the perfect venue for your special day.

Metal Improvement News

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"We offer a totally unique, rustic wedding venue where people can get married in the stunning surrounding woodland, and we can cater from small to large parties; we've welcomed groups of just seven people all the way to over 100! We have a full bar and an onsite catering team offering high quality food, such as hog roasts and roast dinners. We build everything around the bride and groom and provide all they could need to ensure their special day runs smoothly."

Indeed, the Woodland Pavilion used for the ceremonies is situated in a small area of woodland, close by to the indoor barn and commercial kitchen. Beautifully presented with careful attention to detail, the pavilion blends perfectly into its surroundings and boasts plenty of room for the ceremony.

Additionally, there is a small car parking area for the bride or groom to arrive, before they walk along the carefully woven path to meet their spouse at the venue. After the ceremony is complete, Boveys Down Farm offers The Swallow's Rest, an indoor barn to host the reception. Everything



can be modelled to meet your unique requirements, with competitive prices to make sure you won't break the bank.

What's more, there is the option of booking part of or the entire site for the exclusive use of your wedding party, and Boveys even offers a bridal suit consisting of two luxury glamping tents joined together.

If you would like to find out more information on booking a camping trip at Boveys Down Farm, or hiring it as a beautifully unique wedding venue, head to their website or get in touch using the contact details below.

T 01404 871436
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The right all-in-one device for prelocation, pinpointing and correlation

The **SeCorrPhon AC 200** combines the characteristics of a correlator with acoustic water leak detection. This makes it an all-in-one device for leak detection, which brings together the three important functions of prelocation, pinpointing and correlation in one single, functional system. Users can react to any location scenario, even in the most challenging of conditions. Switching between the different functions or processes is simple and fast.

The **SeCorrPhon AC 200** makes structure-borne and ground-borne noises caused by leaks from water pipes audible to the human ear. The frequency spectrum is traced and made visible on the device, and the current acoustic intensity is shown as both a graph and numeric readout. The user can also see the pre-calculated volume settings and the current frequency analysis of the device on the display at all times.

To then carry out the pinpointing of the leak, the user uses the **TS 200** carrying rod and **BM 200** (for paved surfaces) or **BM 230** (for unpaved surfaces) ground microphone on the section found during the preliminary detection stage. The **SeCorrPhon AC 200** transmits the acoustic signals and shows the intensity as a graph on the screen, pinpointing the leak with sufficient accuracy to allow confident excavation.

The acoustic features of the piezo microphone are outstanding: even the faintest of leaks or leaks occurring in noisy environments can be identified and detected. At the touch of a button, the **SeCorrPhon AC 200** will apply tailored filters to the current noises and will automatically select the appropriate frequency ranges. Filter limits can also be adjusted to accentuate the leak noise and to permit improved comparability between recordings (e.g. for use in databases or teaching/presentation purposes).

The **SeCorrPhon AC 200** is ideal for use for leak detection across all sections, materials, diameters and lengths of pipelines. Numerous additional functions are also available for complex location scenarios – whatever your leak detection requirements, this system will fulfil all of them.



Correlator and acoustic water leak detector combined

SeCorrPhon AC 200

professional – flexible – intelligent

- Easy and reliable operator guidance through applications
- Integrated audio player to compare leak noises directly on site
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- Sophisticated firmware allows the user an almost automated measuring process



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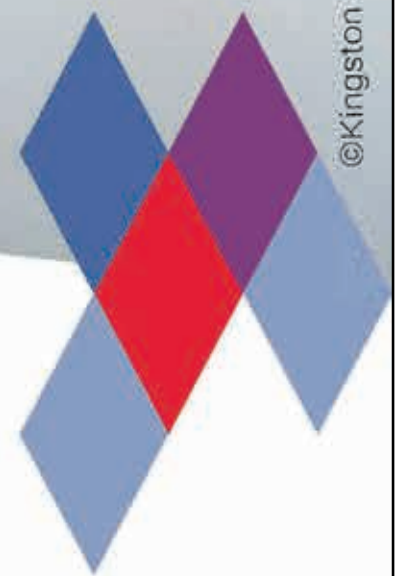
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Harlequin is the global leader in the manufacture, supply and installation of performing arts floors and studio equipment. We continue to manufacture and install our renowned Harlequin sprung floors, performance vinyls, ballet barres and mirrors and are working with our partners and clients to ensure we can carry out scheduled and new works where it is safe to do so. We are also offering both face-to-face and virtual site visits.

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Direct Hoist specialises in GEDA construction hoists and transport platforms, providing high quality, reliable hoist equipment to the construction industries. Boasting a team of hoist experts, the company implements a cost-efficient construction hoist solution for a variety of hoist requirements. With over 30 years of experience, the company showcases its wealth of knowledge through hire and sales of GEDA hoists and accessories.



Through the use of GEDA, the hoists guarantee reliability as they are manufactured through traditional German manufacturing practices of competence. Direct Hoist provides a vast range of GEDA Hoists, from small to large sizes, and it provides a diverse range of hoists with load capacities of 150kg to 3,700kg.

In terms of hoist types, the company maintains a diverse range of hoist products and capabilities. Direct Hoist provides a range of hoists for hire and hoists for sale. Within these ranges they include: scaffold erection hoists, goods hoists, transport platforms, inclined tile hoists and XL hoists.



With the highest quality being of the upmost importance to Direct Hoist, the company adheres to providing modern, sustainable hoists, which are maintained, installed and dismantled by a team of highly-qualified hoist specialists. With this in mind, Direct Hoist boasts an array of accreditation,


including Constructiononline, and the firm is also a member of Construction Plant-hire Association, Construction Hoist Interest Group and Construction Industry Training Board.

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A laundry and drying service is available just in case you were unlucky enough to get caught in a shower of our Lakeland rain. If you are cycling, we can also offer secure overnight storage for your bike to rest.

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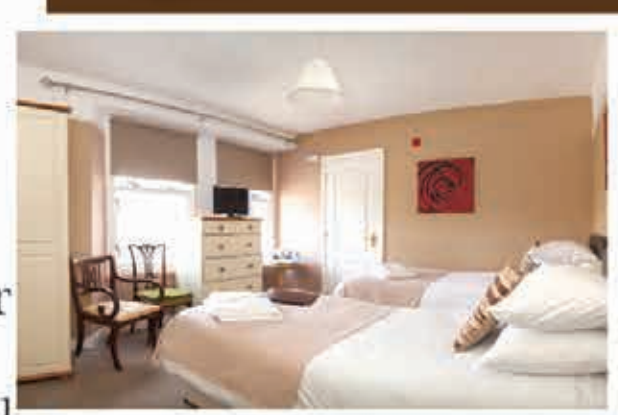
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“The Three Pillars of Corporate Excellence”: Vision – Culture – Branding

Globally, the Covid-19 pandemic has brought about a massive disruption to traditional work practices with many staff at all levels having to work from home and arrangements for more face-to-face interactions characterised by radically enhanced health and safety measures. Businesses which do not pivot to this new reality are likely to go to the wall and those which have relied on various bailouts without using the time to adapt their work practices are the most vulnerable.

The storm clouds of Covid have gathered but, for those with the right mindset, it may have a silver lining. It has forced business owners and managers out of complacency and caused them to make changes in outdated practices which perhaps should have been made anyway. This includes enhancing their online presence, moving towards cashless transactions and considering necessary adjustments to staffing at all levels from management to the shop floor.

One of the characteristics of disruption and chaos is that the settled state which follows is almost always at a higher-level, providing opportunities are grasped and learnings acted upon.

This means going back to basics and understanding the three pillars of corporate excellence – vision, culture and branding. The harmony between them is responsible for how the corporation is perceived in the world. In turn, this is reflected in profits which at the end of the day is the main reason that most businesses exist. These three pillars require to act in synergy and, while continually adapting, the corporation needs to protect its identity, culture and reputation. Too often these are separated when they become silos, instead of pillars. Silos by definition are hidden from the world and from each other. This separation contains the seeds for destruction when staff and departments do not act together for a common purpose.

Vision/Mission

The vision statement defines the *raison d'être* of the company. It is about the future and where a company wants a community or the world to be as a result of its service. It must be meaningful and inspiring so employees at all levels can ascribe to it and feel they are participating in something worthwhile. It is a story, reflecting ethics and values to which all may subscribe. It is about internal communication and is a living document which needs to be continually revisited and revised.

While vision is about the future, the mission statement is about the present and is a manifestation of the vision. It is about the actions and orientation required to achieve the vision, a roadmap of how it is going to be achieved, placing the business squarely in the context of its environment. A vision statement is therefore internal to the company and about employees, whereas the mission statement is about external perception and targeted towards the customer base. Together, they form an integral part of the strategic plan.

The job of management is to translate the vision and mission statements into the three levels of strategic, tactical and operational management. In other words, setting the direction in line with the vision, deciding how those objectives are to be fulfilled and goals achieved on a continuing basis and then how the plan is going to be carried out on the ground in terms of day-to-day management.



It is the function of the CEO and management team to confidently command, control, coordinate and communicate the vision and mission with clear, consistent messaging throughout the organisation. Externally, this is reflected in customer confidence and trust, which comes from knowing the “why”, the purpose for which a company exists in the first place and having a quality product delivered to them on a consistent basis by empowered and motivated staff.

Culture

The second pillar of corporate excellence is the culture within the organisation. Culture develops when a group of people with similar values act together consistently in terms of their team, their section, their region and ultimately their whole organisation. For the culture to be positive it must be healthy and aligned to the values of the organisation, so staff can perform to a high standard. This can make or break any business depending on whether the overview is selfish or external.

Company culture affirms the beliefs, behaviour and ethics within the organisation, informing how employees and management interact and handle business transactions and therefore is essential to success. It reflects a set of values which, unfortunately, are more often implied and not expressly defined. While culture will develop naturally over time, it is the responsibility of management to ensure it stays aligned with the vision by constant evaluation and encoding.

It is fundamental aspect of leadership that the chief executive aligns with and models the values of the organisation, ensuring these are integrated into the fabric of a business.

It is something staff at all levels from the top team to the shop floor need to believe in and uphold with clarity of purpose. This allows decision-making to be delegated to lower levels within the organisation since employees can be empowered because their decision making is guided by their moral code, integrity and values. It is an essential element of any staff retention strategy.

The atmosphere within a business pervades how people perform/work. The more fragmented and spread out they are, the more isolated they become, leading to more difficult

lines of communication and consequently a lesser tendency to cooperation. In the present Covid situation, the development and maintenance of company culture has become a problem with so many people working from home.

Further, new additions to any workforce learn by both training and apprenticeship. Those who graduate from training schemes should be basically competent and confident in what they do as they are actually hired for their technical expertise. They do, however, need nurturing, supervision and day to day guidance which is often difficult when senior staff are working from home and not interacting with new employees. This can result in them becoming under confident and demotivated. Nurturing new staff is therefore of vital importance.

The young learn from the generation above them by emulation which “rubs off” over time. They need to be in close proximity with their trainers, coaches and mentors so that, not just competence and confidence, but also ethics and values develop in a healthy way. No-one is born with ethics and value systems, but these grow and develop over time and are learned from those around them.

Branding

If culture is internal, branding is about how the company is seen and judged by the outside world. It is about the interaction between a company and its customers which basically comes down to personal communication. Marketing is all about the brand and how customers feel by associating with the business.

When vision and culture are aligned, actions by company personnel generate certainty and trust in clients which leads to business success. A lack of trust by clients and customers is the most common source of business failure and this is obviously reflected in the bottom line and market value.

There are two types of branding, branding by association and branding by results. Individuals working for a company are branded by association with the company's reputation.

In turn, the company is branded because of how those individuals achieve results with customers and how satisfied a customer is

about the way in which employees in the past have represented the business. There is, therefore, a closed loop between them.

Senior management must get out of their silos, be visible and fully aware of what is happening on the shop floor. For successful branding, all employees have to be customer based and service orientated. It is through listening that we develop an understanding of what the customer wants and needs, so mechanisms have to be in place to process feedback as well as analysing and acting on trends. It is this analysis that impacts business success. At the end of the day businesses succeed because their customers are successful.

The brand of a company has to be nurtured and protected, which is one of the prime responsibilities of a CEO. Branding starts with defining how a company wishes to be perceived, organising the business, communicating that promise with consistency and being accountable.

Branding helps customers relate to a business and is the prime marketing drive because it gives a pre-set understanding so customers know what to expect and they will always expect what they know. It is all about credibility, consistency and through them the generation of trust.

Conclusion

Corporate excellence does not happen by accident. Concepts of excellence change since they are in the eye of the beholder. Therefore, corporations must be constantly looking for both internal and external feedback on how to make their offering better, faster and more efficient, to increase profit margins and ensure the ongoing success of their customers.

The three pillars of corporate excellence are found in the vision, culture and branding of the company. It is the duty of the CEO, management and all employees within the organisation to ensure the highest quality of service and product delivery. This can only happen if everyone has a similar value system with a pride in the company and its vision.

To avoid complacency and ensure progress, companies need to constantly change. This may require shaking up what is delivered, redefining it and then solidifying the systems again. For many companies, the changes forced by Covid-19 can have a positive benefit in terms of future success, provided there are systems in place to support the staff teams and protect the culture. Throughout history, those companies which do not pivot to stay relevant in the changing environment will not survive.

The sky is not falling in, it is opening up for opportunity. All it requires is the right mindset, skillset and action plan.

Mr Rodney Peyton, OBE MD is by profession a trauma surgeon and also an entrepreneur and businessman. He has more than 30 years business experience with property portfolios and a range of investments across the UK, USA and Australia. He is an author and international speaker on business issues.

This feature article is based on a recent keynote address given at PwC Headquarters in Dublin, Ireland. For his availability to speak at your corporate events, he can be contacted at rpeyton@rpeyton.com