



Annual Report 2021/22

Buckinghamshire Business First
Year ended 31st March 2022



Grow with

Join Buckinghamshire Business First to gain all the support you need. We will help your business grow and succeed. bbf.uk.co



What our invested businesses say

“ We have been members of Buckinghamshire Business First for several years and have benefited on several levels, including from the networking events where we have met some brilliant businesses, some of whom we have worked for, and some we have collaborated with. As a small Bucks-based business that works nationally and internationally with clients of all sizes, we have also, especially during Covid, benefited from the business support and help to get grants. ”

– Jonny Fulton, FoxWylie Event Production



“ Cerub PR has been involved with Buckinghamshire Business First since the start, and we have found their support to be invaluable. From networking events to the Peer Networks programme and the grant initiatives, Buckinghamshire Business First has proved incredibly beneficial to us. ”

– Ceri-Jane Hackling, Cerub PR



“ We are a local accountancy firm and have benefited from the business support and active networking that we have experienced with Buckinghamshire Business First. Membership gives us the opportunity to meet up with other businesses owners and build awareness of our own firm and what we offer within the BBF network. ”

– Joanne Kingsnorth, Seymour Taylor



Learn about the benefits and opportunities that come from investment at: bbf.uk.com/packages

“When things do not go your way, remember that every challenge, every adversity, contains within it the seeds of opportunity and growth.”

- Roy T. Bennett, author

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A note from our Chair

Benjamin Disraeli said, “Change is inevitable. Change is constant.” I suspect when he said it, he didn’t realise just how quick the pace and complexity of change would come so many years later. Thankfully, we’ve got BBF to help us navigate some of the changes!

Last year I wrote about the rollercoaster of business life, and I can extend that theme in a world where most of us will be worried about rising input costs, rising interest rates and the fear of recession at a time of great political uncertainty and, of course, a war in Europe that few could have imagined 12 months ago.

Added to this is the growing threat of climate change, and the extreme temperatures seen in July in the UK and across Europe perhaps give us some insight into climate conditions in the future, and while the clarion call for change grows louder each day, the tension between wealth today and jam tomorrow is a massive hurdle to overcome. Climate change requires a significant shift in attitude, and at a global political level this shift isn’t happening quickly enough.

I can lay claim to the idea of the Talking Heads podcast series. I had the pleasure of interviewing Sir Stuart Hampson and Martin Tett, and these and other conversations have been collecting a significant number of listeners over the past six months or more, proving highly popular amongst the membership. The past 12 months has been incredibly busy for the BBF team and activity has included a whole range of business festivals, summits and networking events. We can look forward to the Buckinghamshire Business Awards at the Aylesbury Waterside Theatre in September, where we celebrate the achievements of local businesses in what remain challenging times.

By the time of the awards ceremony, we will have a new Prime Minister, and he or she will hopefully provide us with a period of greater stability, and hopefully less comedy. As I write this, I am preparing to fly to Hamburg for a wedding and I am anticipating explaining to the many German guests that what we have seen over the past year in UK politics plays into our famous British sense of humour.



BBF amplifies the voice of the business community in the county and offers a rich and diverse range of resources to businesses that don’t generally have the time and money to make investments in a way that bigger businesses do. This equalising effect gives a competitive edge worth its weight in gold. With more than half the membership actively engaging with BBF on several fronts each year, I know that the organisation is highly valued and has become an essential part of the business ecosystem. The world within which BBF works is changing at a national and local political level, with shifting priorities and budget constraints amongst the many challenges. Change is inevitable. Change is constant.

As you navigate the inevitable and constant change within your business environment, BBF will be by your side to offer help, support and financial signposting. I have long thought that we will be a stronger business community if we pull together in challenging times, and having been one of the founders of the organisation, it remains a source of pride to see how willing businesses are to help each other and help the community around us. Long may this continue.

Michael

**Michael Garvey, Chairman
Buckinghamshire Business First
Managing Director, Chandler Garvey**

What we achieved – 2021/22

Continuing the work that began in 2011, our business-led, business-focused community once again pulled together to create the conditions for a dynamic, growing economy in the Entrepreneurial Heart of Britain.



Support for our businesses in our Enterprise Zones has increased by 82%



92 businesses have been supported to create new products and services



357 tonnes of CO2e has been saved by businesses BBF has worked with



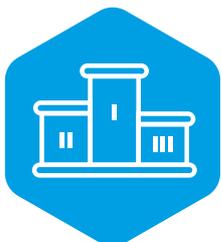
60 people attended a 2-day business start-up course



15 volunteer business owners now trained to be mentors



69 senior executives / business owners joined a peer-to-peer network



4,500 attendees at the Bucks Skills Show at Westcott Venture Park



Careers education in Bucks schools now higher than the national average thanks to the work of the Buckinghamshire Skills Hub



Tourism and hospitality sector now with its own bespoke programme of support – Visit Buckinghamshire: Boost



£732,849 in grants awarded to businesses



32,500 business support interventions



432 new jobs created

The support we provide



Buckinghamshire Business Festival

The Buckinghamshire Business Festival is the jewel in our business support crown – and this past year, we staged two festivals!

The first ever online Buckinghamshire Business Festival in April 2021 was a message of defiance and resilience, coming together by whatever means necessary in the circumstances. Nearly 50 businesses signed up as sponsors of the festival, reaping all the benefits of being associated with the fortnight of activity.



The festival was back in-person in March 2022 with more than 60 events covering topics ranging from exporting to finance, PR to first aid, apprenticeships to HR, digital marketing to CSR, business planning to skills, and cyber security to start-up support, with lots of networking thrown in too!

The festivals feel like both a culmination of all of the support on offer to businesses, whether from ourselves, our partners or members of the business community, but also like the beginning of another era of support for businesses, highlighting new projects, new relationships and new opportunities.



A series of fantastic events

We delivered a mix of online and face-to-face events, evolving our approach as the pandemic wore on.

Business Leaders dinner

The crème-de-la-crème of networking events. Prominent business leaders and high-profile guest speakers converge for a three-course fine dining experience at supreme locations. Sir Stuart Hampson, former John Lewis Partnership Chairman, was guest speaker at our Horwood House event, and Cllr Martin Tett, Leader of Buckinghamshire Council, spoke at a DeVere Latimer Estate dinner.



MP's Briefing



MPs are inundated with concerns facing residents, but businesses rarely get the chance to personally air their views to MPs who can influence government policy. This series brings businesses and MPs together to talk challenges and opportunities on topics including innovation, tourism and the future vision for Buckinghamshire.



Young Directors



For the up-and-comers.
The fresh-thinkers.
The young at heart.

This is informal networking at unique venues across the county, as businesses share stories and make connections while tucking into a buffet.

A fabulous event at the Waterside Theatre, Aylesbury, was a fitting launchpad for the Buckinghamshire Business Awards.

At a special Business Leaders' Lunch, award-hungry businesses mingled with sponsors and past winners to get a flavour of what entering the awards entails and the great benefits of being nominated and winning.

In what will be the first in-person awards ceremony since 2019, we will gather to celebrate the achievements of our county's businesses at a glittering occasion, also held at the theatre, in September.

Buckinghamshire Business Awards Launch



Categories

- Apprentice and Young Person Employer of the Year
- Net Zero Buckinghamshire Business of the Year
- Community Champions Award
- Excellence in Customer Service Award
- Growth Business of the Year
- Innovative Business Award
- New Business of the Year
- Enterprising Business of the Year
- Young Entrepreneur of the Year
- Tourism, Hospitality and Leisure Business of the Year
- Creative Business Award

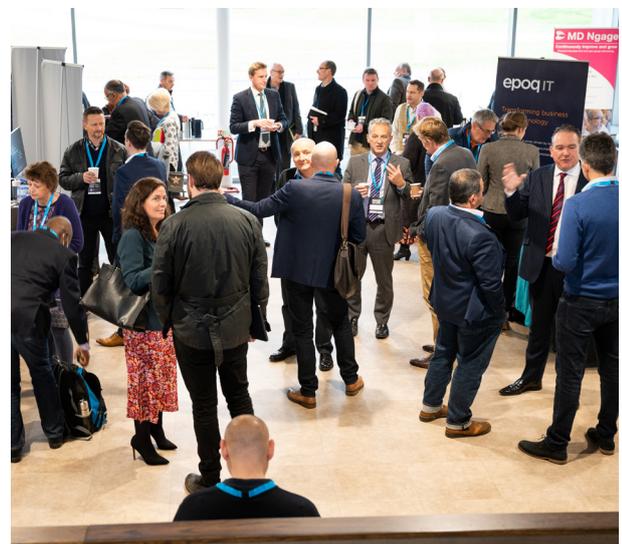
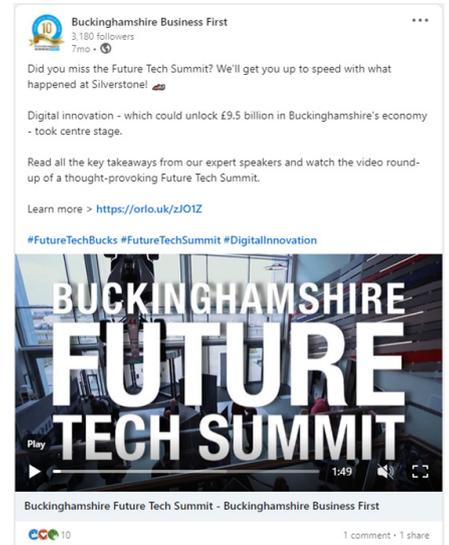
Buckinghamshire Future Tech Summit

BUCKINGHAMSHIRE FUTURE TECH SUMMIT

Described as “the best possible place to be” for people wanting to learn about digital innovation, the November 2021 summit was hosted by technology journalist Nikki Dean, with guest speakers from Microsoft, University of Buckingham, Satellite Applications Catapult, and Buckinghamshire Council.

The 150 businesses in attendance got a clear message: technology is only going one way – forwards. So, embrace it, don't fear it. **In the words of one speaker: ‘learn more, fear less’.**

Digital innovation could unlock £9.5 billion of value in the Buckinghamshire economy, so keep asking questions and learn how future tech can impact your business and customers. And remember: embracing future tech is just as important for small businesses as it is for large firms.



See video highlights, photos and social media activity that capture the excitement, collaborations and innovations at the Future Tech Summit: bbf.uk.com/futuretech

The spotlight was firmly on Buckinghamshire's tourism, hospitality and leisure businesses at this eye-opening event that brought to life the practical solutions to many of the challenges facing the sector.

Highlighting the key role the sector plays in people's lives and the local economy, inspiration was rife for how to develop green credentials, invest in sustainable practices, have a positive impact on local communities, build resilience into workforces, tell Buckinghamshire's story through its attractions, and design accessible attractions, locations and websites.

Simon Calder, a familiar face to many as a leading travel journalist and broadcaster, hosted the event, and just before he did, he sat down for a chat with Philippa Batting on our Talking Heads podcast to reveal his favourite places in Bucks, the county's green credentials, the challenges and opportunities of international travel issues, and much more.

Listen to Philippa and Simon's conversation here >
[Listen here!](#)



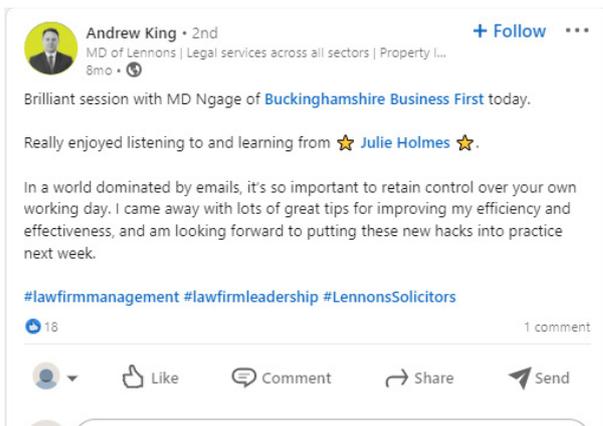
An immersive, perspective-changing two-day retreat for members of MD Ngage was an experience like no other.

The personal development and business peer support programme lets business leaders take time out from the day-to-day running of their business to explore new ideas, tackle challenging issues and grow as leaders, all with the support of like-minded peers.

On an exclusive retreat at the De Vere Latimer Estate, MD Ngage members learnt how, as a business leader, to fulfil a commitment to Net Zero, with empowering speeches and activities sparking thought-provoking discussions.

Throughout the year, the wider MD Ngage programme covered topics such as breakthrough thinking, personal productivity, first impressions, health and wellbeing, cyber security, negotiation skills, diversity and inclusion, and accessibility.

 **Buckinghamshire Business First** @bbfuk · Jul 8, 2021
Last week we were welcoming wonderful business leaders to our **MD Ngage** Retreat hosted at @devereofficial Latimer featuring the talented visual notetaker David Lewis provided by @PandoraItD & excellent speakers leading thought-provoking workshops. For more: orlo.uk/guMBK



Peer Networks

Different businesses,
different sectors, different
backgrounds.

The same challenges, the
same passion, the same
desire to help each other.

That's Peer Networks.



Building a trusted group of peer support

Peer Networks creates the power of
shared understanding

Supplies Web Ltd

The business: Business services provider selling everything from stationery to hygiene supplies.

The problem: Stuck in the day-to-day running of the business, Director Grahame Barnes wanted to leave his comfort zone and get others to challenge his ideas, including on how they could promote their wide range of support.

The solution: Grahame joined other business owners in a Peer Networks group where a PR specialist identified Grahame's customer comms issue, resulting in hiring a marketing agency to spread their message far and wide.

"The great thing about Peer Networks is you have a group of different minds thinking about your issue and coming up with different ways to solve it. We developed a level of trust in my group and it was an interesting time."

– Grahame Barnes, Supplies Web Ltd

The Massage Company High Wycombe

The business: Offering massage treatments that build regular wellbeing into people's lifestyle.

The problem: Running a touch-based business in the back-end of 2020, Mark Coldham was keen to see how other owners had managed their way through the "treacle" of the pandemic and to tap into shared solutions for common problems.

The solution: Mark's Peer Networks group came up with fresh ideas to help him think through various business challenges, from day-to-day issues to specifics such as how to talk with his commercial landlord about closures and rent payments.

"Being a business leader can be really lonely. If you're talking to fellow business owners who are in the same boat, even if their issues are different to yours, you can still support each other because you have a shared understanding of what it's like to run a business."

– Mark Coldham, The Massage Company High Wycombe

Be Your Own Boss

We have added another string to our start-up business support, launching a series of online 'bitesize' events due to popular demand for 'out-of-hours' virtual events. The free evening events are split into distinct sessions, run over three weeks:

- Session 1 focuses on the basics, the legal requirements, what running a business entails, and whether it is the right path for an individual.
- Session 2 covers creating revenue, interacting with customers, pricing, marketing and forecasting.
- Session 3 outlines the importance of cashflow, the key activities behind running a business, learning what resources are needed, who a business will be dependent on, and the costs involved.

The bitesize events complement our long-standing support in the form of Enterprise Days, two-day intensive courses and 1-2-1 support from experienced advisers. Due to their success, we have added more bitesize events to our 2022/23 Be Your Own Boss programme.

Be Your Own Boss is delivered by Buckinghamshire Business First and funded by Buckinghamshire Council's Community Boards. See bbf.uk.com/BYOB for the full list.



*It's never too late
to start your
own business*

A partnership between:



**BE YOUR
OWN BOSS**

**SUPPORTING
BUSINESSES
IN BUCKINGHAMSHIRE**



**BE YOUR
OWN BOSS**

*Turn your business
dream into a reality*

Get involved in 'Be Your Own Boss' and open up a world of complimentary support, including:



Enterprise Days - online workshops to help you understand the basics of running a business and available support.



Two-day intensive courses - cover business planning, finance, sales, marketing and more.



Two hours of online 1:1 support - from a friendly, experienced adviser.

Find out more and book your **FREE** place on bbf.uk.com/byob-book or call **01494 927130**



SCAN ME



*Make your passion
your business*

A partnership between:



**BE YOUR
OWN BOSS**

**SUPPORTING
BUSINESSES
IN BUCKINGHAMSHIRE**

Visit bbf.uk.com/BYOB to see how Be Your Own Boss can help you bring your business dream to life.

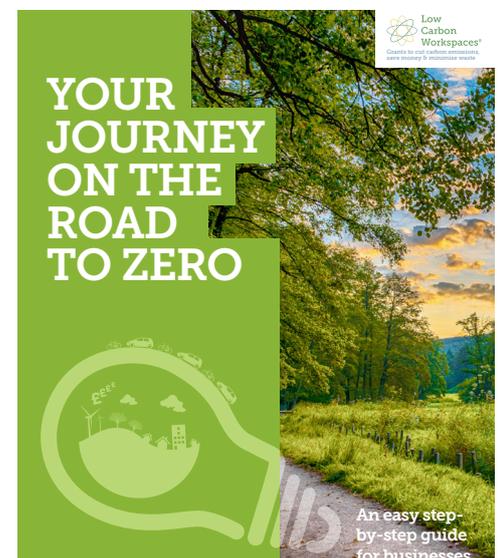
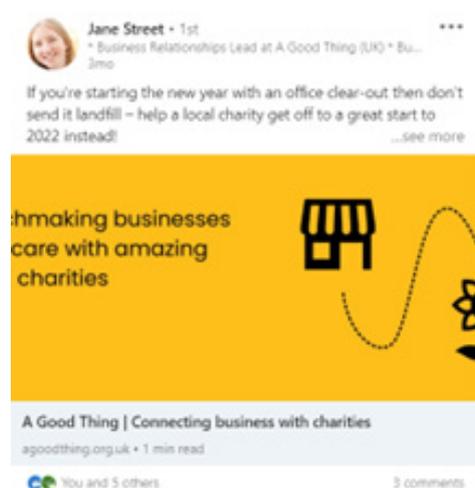
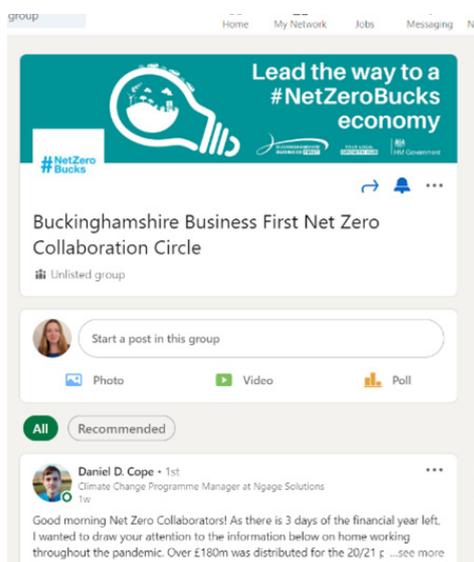
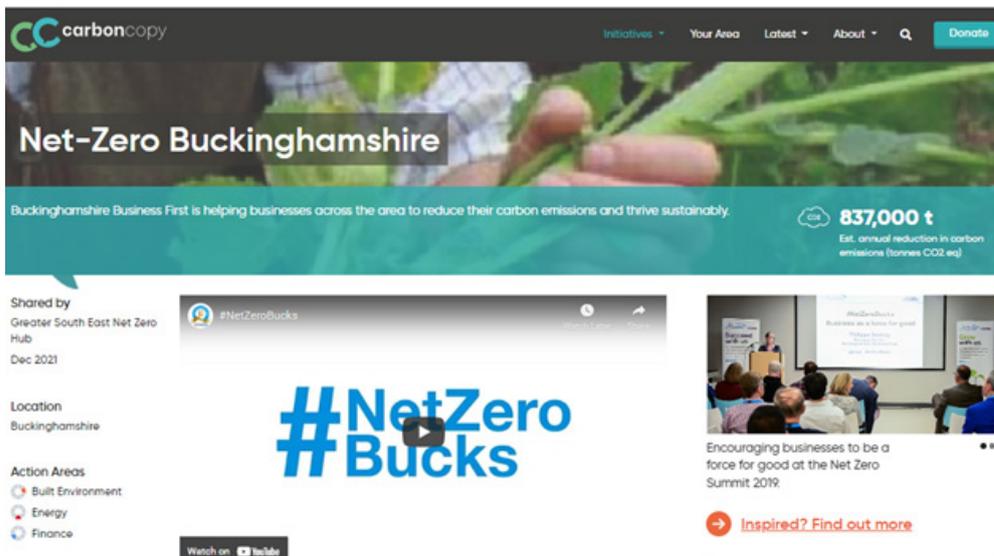
Working together for a Net Zero Buckinghamshire

It was another busy, inspirational and productive year in the battle against the climate crisis. We have noticed a marked increase in businesses pledging to achieve Net Zero over the last 12 months, as businesses recognise that carbon savings can lead to cost savings.

Ahead of another busy 12 months of climate-friendly support, events and activity, we can report on a great last 12 months, which included:

- launching the Buckinghamshire Net Zero Collaboration Circle – bringing businesses together to share knowledge, resources and ideas in pursuit of a Net Zero economy
- creating a step-by-step Road to Net Zero guide, full of green hints and tips
- the Green Wheels in Motion event held during COP26
- the launch of Boost: Your Green Credentials support, including a free carbon calculator tool
- working in partnership with Buckinghamshire Council and Global Action Plan on the Buckinghamshire EV Project to support business's transition to electric vehicles

We were delighted to be recognised by the Greater Southeast Energy Hub featuring us as an example of sustainable leadership and action. Every action counts when you're in the middle of a climate crisis. Over the next 12 months, our activity will continue to help businesses reduce their carbon emissions, and therefore, reduce their energy bills.



Don't miss out on another big year of sustainable support and inspiration. Visit bbf.uk.com/net-zero-bucks to get involved!

Buckinghamshire Skills Show 2022

Thanks to the unique partnership between Buckinghamshire Business First and the Buckinghamshire Skills Hub, businesses in Bucks have plenty of opportunities to meet and inspire the talent of the future.

The much-celebrated Bucks Skills Show was back in-person in March as 4,500 students and job-changers descended on the sun-drenched Westcott Venture Park for Bucks' largest careers event.

More than 100 businesses were waiting for them with their exhibition stands, while the addition of a live music stage gave the two-day event a festival feel!



Wow! What a fantastic start to the #BucksSkillsShow!

We had over 3,000 career seekers through the door! We're looking forward to seeing more faces today & sharing the wonderful #opportunities & #careers available!

Find your career > orlo.uk/N69V9

@BucksCouncil @bbfuk



The Bucks Skills Hub can support businesses with recruitment, skills and training opportunities, and bring them inspiring events like the Bucks Skills Show. Visit bbf.uk.com/skills-hub to get involved.

Workforce skills

Employers are constantly having to think about the skills of their workforce, staff training requirements, and recruitment. Thanks to our Business Support Team and the Buckinghamshire Skills Hub, employers have a constant source of support and information to ensure they can recruit the right people for their needs, access funding and support for training, and help their staff fulfil their potential.

Whether it was businesses facing skills shortages, looking for help recruiting staff, seeking guidance to hire apprentices, or looking for information on the government Kickstart Scheme which funded six-month work placements for out-of-work young people, our team was on hand to help.

One of the great resources for employers in this area is the Bucks Skills Hub website, which lists over 6,000 jobs in the county and is proving a valuable resource for employers. ‘Demystifying Apprenticeships’ – in partnership with Bucks College Group, we ran six workshops throughout the year to help employers understand the ins and outs of apprenticeships and reassure those uncertain of going down that route.

Underpinning all of this support is the [2022 Buckinghamshire Local Skills Report](#), published in January, which gets to the heart of understanding and resolving the skills and recruitment challenges in Buckinghamshire. One of the great resources for employers in this area is the Bucks Skills Hub website bucksskillshub.org

From Kickstart Scheme to full-time job in two months



Over the course of one summer, Mohammed Abdal went from never having had a job to starting a six-month work contract at Buckinghamshire Business First via the government Kickstart Scheme, to accepting

a full-time job with BBF just two months into that contract. Quite the kickstart to his working life!

“Everyone was so welcoming and made it a relaxed introduction to the organisation and work in general. People were interested in helping me and always available to answer any questions I had.” – Mohammed Abdal

“As an employer, we couldn’t ask for more. It’s a worthwhile investment of time and resources to offer a young person a job and help them develop their confidence and skills. The energy and ideas you get from young people can be a breath of fresh air.” – Philippa Batting, BBF

Reducing the cost of training and upskilling staff



The business: Nicab Ltd, a specialised cabling business based in Silverstone, employing 11 people.

The problem: Having to make a considerable financial investment in training staff, enrolling two members of staff (accounts and purchasing managers) on certified professional training courses, at a cost of £1,500 each, paid to private training providers.

The solution: By engaging with BBF’s Business Support Team, Nicab’s Managing Director Nick Locke discovered that the courses could be delivered as part of an apprenticeship and were eligible for government funding covering 95% of the cost of training. A considerable saving!

Mentoring

Whether it's one go-to mentor or different people for different subjects, business owners can lean on the support and encouragement of people that have been in their position.

Our Mentoring Programme connects businesses with experienced mentors who help them develop their skills and maximise their potential by acting as a sounding board and prompting new ways of thinking.

The mentors are business owners themselves, experienced across a wide range of sectors (include examples), who have overcome similar challenges to their mentees.

There was no shortage of willing mentors – 15 volunteer business owners were selected and trained to be mentors. We know what to look out for when choosing business owners who know what they are talking about to advise others – most of our Business Support Team have run their own business too!



Buckinghamshire Business First @bbfuk · Oct 16, 2021
Reach the next level with our new **mentoring** scheme!

We can connect you with experienced mentors who have overcome similar challenges to the ones you face and will help you develop your skills and new ways of thinking.

Apply now for proactive support > orlo.uk/hzpeA



“One of the helpful sides of the mentoring programme was the ability to have someone external prompt me to think strategically about scaling my business and work out where I might need additional resources to be able to do that.”

- Thalia Shaw, Founder of Sparkle Lighting, which has since doubled in size.



Buckinghamshire Business First @bbfuk · Feb 24

#NationalMentoringMonth might be over, but there's still time to maximise your potential with our new #mentoring programme! Connect with experienced #mentors, develop #skills, tackle challenges & grow your #business. Learn more > orlo.uk/qO9Bd



“I feel really fortunate to have secured a place on this programme. It has provided a ray of light, and having that support over the last year has been hugely beneficial.”

- Cerys Dorritt, Founder of The Polka, which is now expanding its team and services.

Learn how our Mentoring Programme can take your business to the next level. Visit bbf.uk.com/mentoring or call 01494 927130.

Accreditations and commitments

Buckinghamshire Business First has a track record of dedicated support for our employees, the business community, the environment, our suppliers, and charity and community groups. Our accreditations and commitments are evidence of our dedication to achieving a fair, healthy and prosperous future for our employees and society as a whole.



Living Wage Employer

Every member of our staff earns a real Living Wage, which is higher than the Minimum Wage and National Living Wage. An independently-calculated hourly rate of pay based on the actual cost of living, the real Living Wage is currently £9.90 across the UK (£11.05 in London).



Prompt Payment Code

Business growth relies on certainty and stability of cashflow, which is just one reason why we are committed to paying our suppliers promptly and encouraging other organisations to do likewise. It's also the right thing to do.



Cyber Essentials

Cyber Essentials accreditation demonstrates to suppliers, employees and the business community that we enforce robust cyber security practices and can be trusted with their data.



Disability Confident Employer

We commit to supporting our employees who may have a disability and ensuring our recruitment processes are accessible and supportive. We share good practice with other employers and consider ways of deploying 'disability confidence' throughout our organisation.



Armed Forces Covenant

We are committed to treating fairly those who serve or have served in the armed forces, and their families, and encourage other businesses to do so too. This pledge is close to home for us, as Buckinghamshire is home to RAF Halton, one of the largest RAF stations in the UK.



Heart of Bucks Community Investor

Membership of the Heart of Bucks Community Investor scheme recognises our ongoing commitment to, and support of, local charities and communities within Buckinghamshire.



Good Business Charter

The Good Business Charter (GBC) consists of 10 commitments, some of which are represented by the accreditations on this page. In addition, our pledges cover staff wellbeing, worker representation, diversity and inclusivity, reducing our environmental impact, paying our taxes, and offering fair working hours and sick pay.



Corporate Social Responsibility Awards

We have been awarded a Gold UK CSR Excellence Award and a Gold International CSR Excellence Award in recognition of our efforts to have a positive impact on society, including by providing mental health support to staff, having a diversity policy that we abide by, and reducing our carbon emissions.

Learn all about these accreditations and how employers can join us in making these commitments. bbf.uk.com/about-us/accreditations

Our Board

The Buckinghamshire Business First Board is made up of 10 individuals reflective of the diverse nature of the Buckinghamshire business community. It includes representatives of micro businesses and businesses in strategically important sectors from across the breadth of the county. They are with us every step of the way on this journey as we nurture a thriving economy in the Entrepreneurial Heart of Britain.



Michael Garvey
Chairman
Managing Director,
Chandler Garvey



Philippa Batting
Managing Director,
Buckinghamshire Business First



Hiren Gandhi
Vice Chairman
Partner, Blaser Mills



Mark Walker
Chairman,
Ashridge Group Ltd



Eman Martin-Vignerte
Head of Political affairs and
government relations at
Bosch UK



Andrew M. Smith DL
Corporate Affairs Director,
Pinewood Studios Group



Klaus Allion
Owner and Managing Director,
ANT Telecommunications



Michael Harris
Chairman,
Ngage Solutions



Adam Stronach
Treasurer
Director, Harwood Hutton Ltd



Elizabeth Adlington
Consultant,
Adlington Young, Executive
Coaching



Yvette Lamidey
Owner,
The Business Locksmith



Andreas Hohmann
Managing Director,
Total Carbide Ltd., Versarien plc

Learn more about our Board at:
bbf.uk.com/meet-the-team

Financials

Buckinghamshire Business First receives funding for its day-to-day core activity from Buckinghamshire Council, Buckinghamshire Local Enterprise Partnership and programme funders such as UK Government agencies and others. The financial statements for the year ended 31 March 2022 were submitted for external audit scrutiny and are summarised as below. Full, signed accounts will be submitted to Companies House and are also available on the Buckinghamshire Business First website.

Income

Buckinghamshire Council Contract Funding	£427,042
Project Funding	£1,200,970
Growth Hub Core Contract Funding	£462,000
Other Income	£9,467
Membership Income	£44,530
Event Income	£4,697
Interest Received	£3
Total Income	£2,148,709

Expenditure

Direct Costs	£1,903,726
Overheads	£218,095
Finance Cost - Bank Charges	£1,677
Tax	-
Total Expenditure	£2,123,498
Excess of income over expenditure Transferred to Reserves	£25,211

Balance Sheet as at 31st March 2022

Fixed Assets	£2,305
Current Assets	£1,643,043
Creditors	£1,398,647
Total Assets Less Liabilities	£246,701

Funded by

Retained Reserves b/fwd 1 April 2021	£221,490
Excess of Income over Expenditure	£25,211
Retained Reserves as at 31st March 2022	£246,701

Future focus

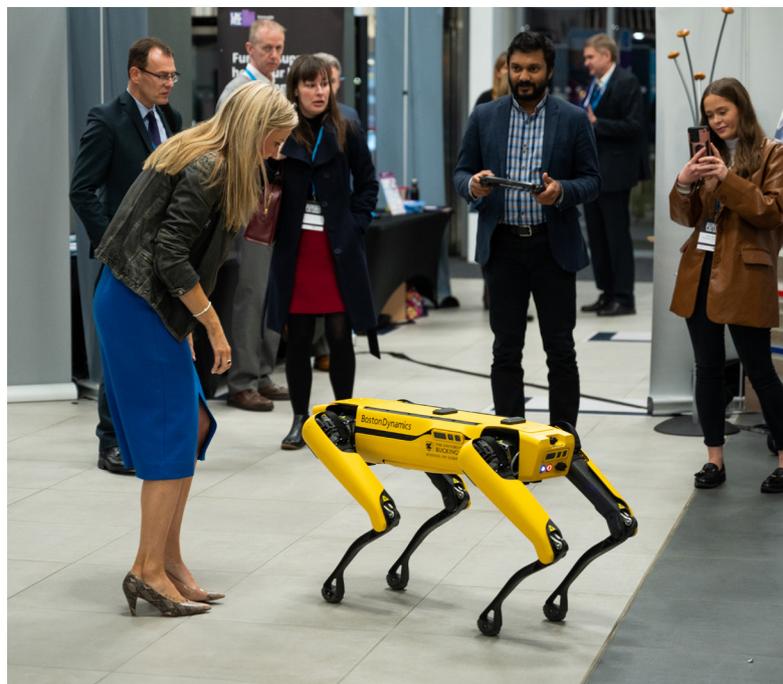
We endeavour to improve the coordination of local and national business support and ensure that this support never seems out of reach or too complex for businesses to engage with.

This continues our proven track record of diagnosing businesses' needs and providing, or signposting them to, the right support for them.

As we do so, we continually strive to improve the impact and value for money of the business support we provide.



Image summary 2021-2022





Join our network
on LinkedIn



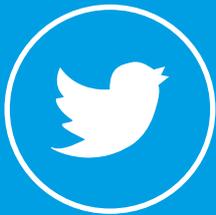
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bbf.uk.com



01494 927130



[@bbfuk](https://twitter.com/bbfuk)



info@bbf.uk.com



Buckinghamshire Business Awards 2021

The Buckinghamshire
Business Awards
2021

The Buckinghamshire Business Awards are an opportunity for local businesses to showcase their hard work and entrepreneurial vision.

Due to the pandemic, the 2020 Buckinghamshire Business Awards were postponed. We instead ran a virtual Business Awards with entries opening in November 2020 and the finalists announced in early May 2021. The awards culminated later that month with a week-long celebration and a series of surprise doorstep drop-offs to the winners to present trophies, champagne and certificates.

COMPANY OF THE YEAR

