



# NET ZERO PLANS

**Owen Mumford announces  
verified science-based targets  
and plans for net zero**



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The letters 'OCA' are rendered in a very large, bold, white sans-serif font. The 'O' and 'C' are connected, and the 'A' is also connected to the 'C'. The letters have a slight shadow or depth, giving them a three-dimensional appearance against the red background.

OXFORD CREATIVE AGENCY



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# WELCOME

Our lead article focuses on Owen Mumford who, as a global leader in the design, manufacture and advancement of medical devices, has set a target to achieve net zero by 2045 in alignment with the recommendations of the 2015 Paris Agreement.

We congratulate Jessica Mason from CRM who has been promoted to the role of Business Development Director and Activate Learning's Digital Technologies Trainer, Preeti Vohra, who has been announced as one of the TechWomen100 winners.

OxLEP recently hosted an official COP26 event in Oxford and we find out more about 'The Billion Tonne Drop' in this issue.

Enjoy Issue 4.

Best wishes



**Richard Rosser, CEO, B4**





# OWEN MUMFORD ANNOUNCES VERIFIED SCIENCE-BASED TARGETS AND PLANS FOR NET ZERO

Owen Mumford, a global leader in the design, manufacture and advancement of medical devices, has announced its emissions reduction targets through the Science Based Targets initiative (SBTi). The company has set a target to achieve net zero by 2045 (to mirror the UK NHS target) in alignment with the recommendations of the 2015 Paris Agreement.

Using science-based targets, companies can determine how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change. The Science Based Targets initiative (SBTi) sets science-based emissions reduction targets in line with climate science, supporting companies as they mobilise ambitious climate action efforts in the private sector. Over 2,000 companies worldwide have already set their targets.

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# NEWS



## Our Lives, Our Futures: exploring pressing issues for young people today

A new research network at Oxford Brookes University is launching with a focus on children and young people, aiming to improve their opportunities, experiences and futures.

The Children and Young People research network at the University brings together around 100 experts from across all faculties in Oxford Brookes...

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## Oxford expansion for logistics and service company Simon Hegele

Supply chain service provider Simon Hegele Logistics and Service Ltd is doubling its floor space in Oxfordshire with a major move to Didcot Quarter relocating operations from Milton Park.

Simon Hegele Logistics and Service Ltd has acquired DQ120 Didcot Quarter comprising 121,464 sq ft of new build warehouse / logistics space on a 10-year lease...

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## Beautiful Blenheim Palace Begins Festive Season with Magical Indoor and Outdoor Light Trails

The countdown to Christmas started at Blenheim Palace on Thursday, when hundreds of visitors were wowed by its stunning trails both in the Palace and outside in its iconic Gardens.

Throughout the festive period, the Palace will be surrounded by more than a million twinkling lights, colourful trees and amazing illuminated installationsmusic...

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# WORK MEET GROW

An interview with **Guy Baker**, CEO, Mantle  
& **James Parton**, Managing Director,  
The Bradfield Centre





# NEWS



## Grant Thornton moves to prime Reading location

Leading business advisory firm Grant Thornton UK LLP is celebrating moving to the heart of Reading centre, part of its continued investment in the Thames Valley region.

The new base at One Valpy in the central business district marks Grant Thornton's continued focus in Reading and follows the firm relocating to a state-of-the-art collaborative workplace in Oxford in September...

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## EV charging hubs for Oxfordshire receive £1.2m funding

Bicester based Charge Point Operator; EZ Charge have announced that a funding agreement for a £1.2m investment into the Park and Charge Oxfordshire project has now been signed by Oxfordshire County Council.

This funding is from the Office of Zero Emission Vehicles (OZEV), through their On-Street Residential Chargepoint Scheme (ORCS) and allows for the installation of fast EV...

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## XIST2 get involved in the fight against poor sanitation

3.6 billion people are living without access to safe sanitation. Toilets – and the sanitation systems that support them, are underfunded, and poorly managed or neglected in many parts of the world, with devastating consequences for health, economics and the environment, particularly in the poorest and most marginalized communities...

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# CHARGE WHAT YOU'RE WORTH AND GET IT

Join Alison Haill for the first episode of the Alison Haill podcast “Charge What You’re Worth And Get It”.

Alison Haill, experienced coach, creator of the ‘Effortless M.P.A.’ business success method, enables and equips female entrepreneurs, coaches, consultants, mentors, authors and others who run expertise-based businesses and want to make a difference to others to charge what they’re worth and get it – and build a profitable sustainable business that they love.

[LISTEN HERE](#)

[CLICK TO LISTEN TO THE PODCAST](#)





# NEWS



## Helen & Douglas Corporate Christmas Appeal

Make a difference this Christmas and give a gift of £102 to fund a Helen & Douglas House Family Support and Bereavement worker or give £308 to fund the whole team for a day or choose your own donation amount.

Our family support and bereavement team offer one-to-one and group support to parents facing the death of their child. They work with the children and their families...

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## Unipart joins the UN Race to Zero Campaign

Unipart Group has signed up for the United Nations Race To Zero campaign as part of a commitment to be carbon neutral by 2030 and net carbon zero by 2050.

Race To Zero is a global UN campaign to rally leadership and support from businesses, cities, regions, and investors for a healthy, resilient, zero-carbon recovery that prevents future threats, creates decent jobs...

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## Oxfordshire Apprenticeship Awards 2022 launches this week

The Oxfordshire Local Enterprise Partnership (OxLEP) have announced that the prestigious Oxfordshire Apprenticeship Awards are set to launch later this week, ahead of the 2022 awards – set to take place next May.

The awards will be launched and announced officially open for entries via @OxonApprentice on Twitter, as part of OxLEP Skills'...

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# Innovation Toolkit

with Stephen Spencer

# Building Great Teams

FRIDAY 13TH AUGUST - 11.00AM



BUILDING  
BRIDGES  
BETWEEN  
BUSINESSES





# YOUR FOCUSED BUSINESS ROUND-UP

Our regular digests feature content already on the B4 website but delivered under a variety of topic headings.

Click on the covers to Read / Watch





# LOUISE HOSKING COMMENCES HER IOSH PRESIDENCY

Risk management specialist and leader, Louise Hosking, commenced the Presidency with the Institution of Occupational Safety and Health (IOSH) following the AGM on 16th November 2021. In the year that lies ahead her focus will be on People, Sustainability and Putting the Heart into Health & Safety.

Risk management specialist and leader, Louise Hosking, commenced the Presidency with the Institution of Occupational Safety and Health (IOSH) following the AGM on 16th November 2021. In the year that lies ahead her focus will be on People, Sustainability and Putting the Heart into Health & Safety.

Louise comments: "My year as IOSH President will focus on how we – in the OSH profession – can enhance our skills beyond the technical to reach out and positively influence each other and our stakeholders..."

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# COP26: OXLEP HOSTS OFFICIAL EVENT IN OXFORD ON 'SCIENCE AND INNOVATION' UK PRESIDENCY DAY

As key officials from across the globe continue critical discussions in Glasgow at COP26, the Oxfordshire Local Enterprise Partnership (OxLEP) has played its role during the second week of the major climate change conference, hosting an official COP26 event of its own.

Complementing the Glasgow event, OxLEP – supported by the Greater South East Energy Hub – last night (9 November) hosted an official COP26 regional roadshow, during the UK Presidency's 'science and innovation' day, at Lady Margaret Hall in Oxford, dubbed; 'The Billion Tonne Drop – How Oxfordshire leads the global charge to address the climate emergency'.

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# MORE THAN JUST A STORM IN A YORKSHIRE TEACUP - WHY BANTER CAN NEVER BE AN EXCUSE FOR RACISM

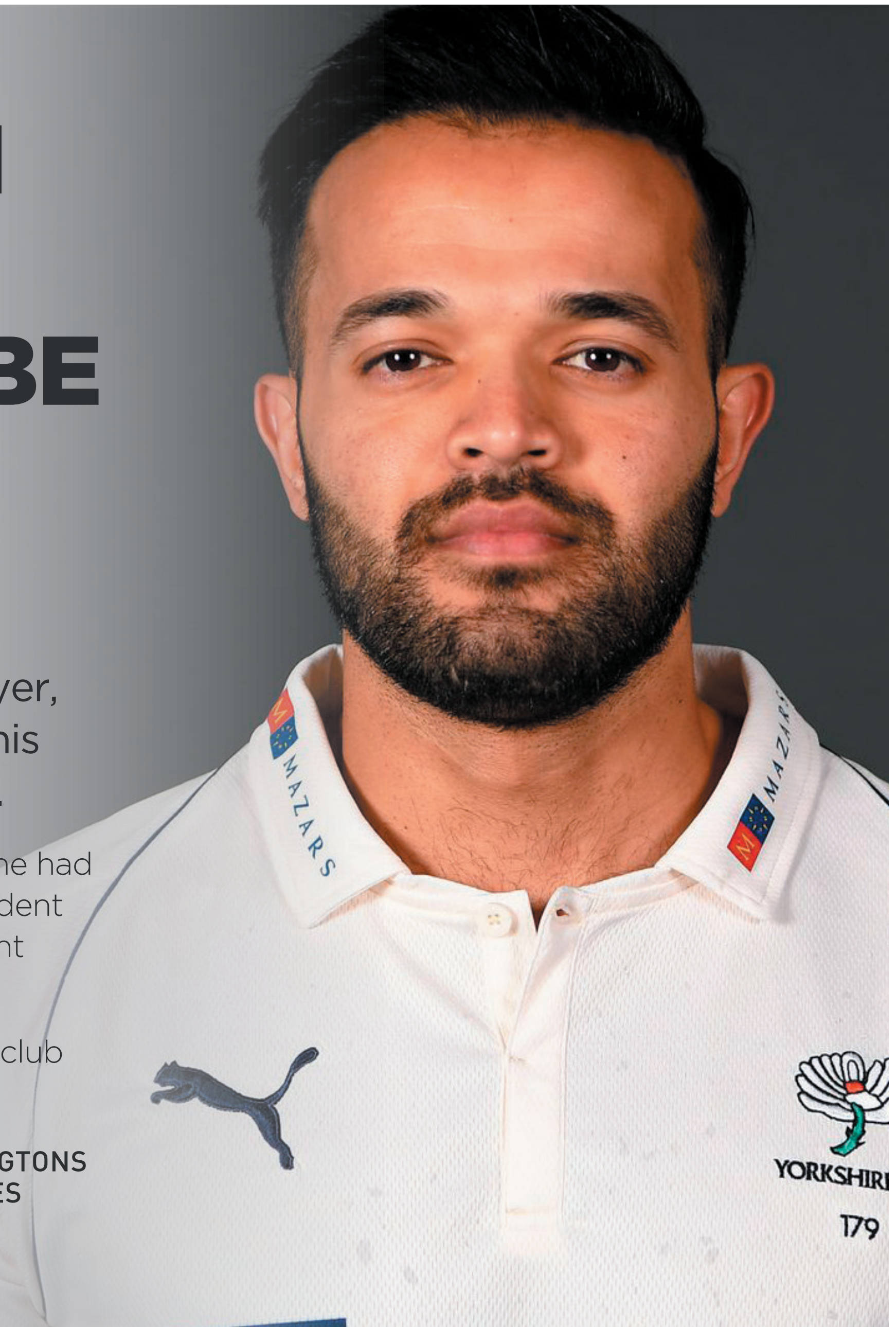
Yorkshire County Cricket Club (Yorkshire) has been in the headlines recently following serious allegations of institutional racism. These allegations come in the wake of the findings that former Yorkshire player, Azeem Rafiq, was subjected to racial harassment and bullying during his time at the club which allegedly led him to consider taking his own life.

Mr Rafiq initially raised concerns in September 2020 about comments and treatment that he had received from fellow players and coaches. This led to Yorkshire commissioning an independent investigation, which made its findings earlier this year. Mr Rafiq also brought an employment tribunal claim against the club.

The full findings have not yet been made public by Yorkshire but, in late October 2021, the club issued a summary admitting that Mr Rafiq had been the victim of racial harassment...

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PENNINGTONS  
MANCHES  
COOPER





# UNLOCK MORE CAPITAL GROWTH WITH VCTS

David Hall is the Chair of the VCTA (Venture Capital Trust Association), having succeeded Stuart Veale in the role in January this year. He is the Managing Director of VCTA member YFM, where he is involved in all aspects of the business, including fundraising and the management of investments. He also chairs the Investment Committee and directly oversees YFM's investment in software firm, Matillion.

David joined YFM in 2000 to head the Manchester office and became the MD in 2003. Prior to that he was a director at Enterprise Ventures, the investment arm of Enterprise Plc. The VCTA represents eleven of the largest VCTs in the UK, making up more than 75% of the VCT industry, equivalent to £4.5bn of the entire £6bn VCT industry.

[READ MORE](#)[CLICK TO WATCH THE VIDEO](#)



Join us on Friday December 10th within the gorgeous surroundings of Frilford Heath Golf Club for this full day hands on creative workshop.

Throughout the day you will gain a valuable insight into how to develop and evolve a brand for an intangible or challenging product and how to then generate creative marketing material for everything from a product launch, social content or simply strengthening existing collateral.

[REGISTER HERE](#)

[unitedvisual.co.uk](http://unitedvisual.co.uk)

# UVSL

## CREATIVE MARKETING FOR BUSINESS

Sparking life into intangible or  
challenging products



# NINE NEW BUSINESSES TAKE SPACE IN THE OXFORD TRUST'S TWO INNOVATION CENTRES

Nine new early-stage science and technology start-up businesses have taken space in The Oxford Trust's two innovation centres during Autumn, as Oxford continued to see strong demand from businesses needing R&D labs, technical workspace and flexible office space.

Companies that have moved into the Wood Centre for Innovation in Headington's Health and Life Sciences district are Human Centric, ProspectSoft, and LabMedExpert, which have taken a combined 3,119 sq ft of space.

Human Centric is a University of Oxford spin-out improving neurology drug discovery by bringing more human data to the process. They are experts in developing, analysing and combining data from induced pluripotent stem cells, large-scale genetics studies, and population health data which allows them to validate safe and effective drug targets for neurological diseases where current models aren't working.

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# THE '5 PILLARS' PRINCIPLE

## THE REAL MEANING OF BUSINESS

Many people still hold the belief that the purpose of business is profit above all else. For a small minority it never has been, although historically, for most it has.

Those who are starting businesses or struggling to make ends meet might also find it difficult to understand how it's not. However, at B4 we believe this is unsustainable and only by shifting this mindset will the future success of your business be assured – and be profitable.

To support this principle, we are showcasing the ways in which B4 members, and others, are endeavouring to find the true purpose of their business, with meaning, which supports our local community, our people, and our environment. Get the purpose right, and success will follow.

[LISTEN HERE](#)[CLICK TO  
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THE REAL  
MEANING OF  
BUSINESS 

B4 BUILDING  
BRIDGES  
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THE  
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PRINCIPLE



# DO YOU WANT TO FEATURE IN THE NEXT EDITION OF B4 MINI MAG?



Contact the B4 team at [info@b4-business.com](mailto:info@b4-business.com) for more information about cover features, video interviews, articles and advertising.

**Issue 5 copy deadline date: Friday 17th December**



# WHAT IS CAPITAL GAINS TAX IN THE UK?

Stuart Crook FCA, explains the concept of Capital Gains Tax and how it's applied to the profits made on the sales of assets.

If you own second homes, antiques, shares, and/or various other assets, and you go on to sell them then you could be looking at a tax bill. This is on the assumption that you receive money for them. Any money you do obtain could be known as a gain and calculating the consequent Capital Gains Tax (CGT) you need to pay can be a complicated process.

Get in touch for planning to make use of Capital Gains Tax reliefs

That's why we've written this blog post, to provide you with an understanding of the concepts of CGT and how it works, so that you can comprehend how much you may need to pay and where you will need specific advice. Read on to find out more about...

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# THE GREEN IMPERATIVE FOR MEDICAL DEVICE BUSINESSES

The global healthcare system is a large contributor to greenhouse gas emissions, representing 4.4% of the total worldwide footprint. Supply chains occupy a significant share of this contribution. In the UK, for instance, 62% of the National Health Service's emissions footprint came from the supply chain in 2019.

The purchasing power of healthcare systems can therefore be used to lower overall impact. Suppliers to hospitals and other healthcare organisations can expect greater scrutiny in this area, as green criteria increasingly feature on tenders. Board rooms can no longer avoid the issue since there may be a commercial impact of failing to review their environmental credentials.

## **Sustainability challenges for medical devices**

The challenge for medical device businesses, however, is the need to prevent infection transmission from used products...

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# SOUTH CENTRAL INSTITUTE OF TECHNOLOGY'S PREETI VOHRA SCOOPS PRESTIGIOUS NATIONAL TECH AWARD

South Central Institute of Technology (SCIoT) is incredibly proud to announce that Reading-based Digital Technologies Trainer Preeti Vohra has been announced as one of the TechWomen100 winners.

South Central Institute of Technology (SCIoT) is incredibly proud to announce that Reading-based Digital Technologies Trainer Preeti Vohra has been announced as one of the TechWomen100 winners.

Preeti, who leads on training digital technologies out of the SCIoT hub at Activate Learning's Reading College, found out on Monday (15/11) that she had been selected as one of the winners.

The award was given out by WeAreTechWomen, an organisation set up in 2015 with a mission to enhance and promote women in the tech sector...

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# FREETHS RESPONDS TO CONTINUED HIGH DEMAND FOR NEW HOUSING

As the latest results published by the country's leading housebuilders point to the rebound which followed the initial lockdown turning into a sustained demand for quality new homes nationwide, national law firm Freeths has announced further investment in its Residential Development Team.

James Hart, head of the team based in the firm's Nottingham office, believes that "the number of completed sales and the reservation levels for new homes reported by the likes of Barratt, Bellway and Taylor Wimpey in recent weeks suggest that people across the country are continuing to think seriously about the quality of their living space and the way they use it as we get used to a slightly different life after lockdown...

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**FREETHS**  
SOLICITORS



# MAJOR LOCAL GROWTH FUND PROJECT WILL PLAY CRITICAL ROLE IN SUPPORTING HOSPITALITY SECTOR AND ITS PIPELINE OF FUTURE TALENT

The Oxfordshire Local Enterprise Partnership has announced the opening of the hospitality and catering facilities at Activate Learning's City of Oxford College, with £2.17million funding secured by OxLEP through the government's Local Growth Fund.

The new facilities include state-of-the-art training kitchens, featuring industry-standard equipment that was identified in partnership with Activate Learning's hospitality and catering lead partners, The Fat Duck Group.

They were officially opened on 4 November by Nigel Huddleston MP, Parliamentary Under-Secretary of State for Sport, Heritage and Tourism...

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# CRM'S FIRST FEMALE DIRECTOR

With new starters taking their first steps in accountancy and part-qualified accountants entering the home straight of their qualification journey, CRM is bursting with talent and growth.

We are also very proud to support our more experienced staff members, whether that's by offering flexible working arrangements, time to volunteer for local charities, and of course, making well-deserved promotions.

Our latest congratulations go to our Commercial Manager, Jessica Mason FCCA, who was recently promoted to the position of Business Development Director. Jessica qualified as an accountant 16 years ago and began her career at CRM in 2002, aged 17. Since then, she grew her career around Oxfordshire, returning to CRM in 2020.

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MAKING YOUR NUMBERS WORK





# SMALL BUSINESS CONFIDENCE LOSES STEAM

The Federation of Small Businesses' (FSB) measurement of business confidence has slipped by 2.2 points between Q2 and Q3 2021, falling to 16.4, the second consecutive quarterly fall of the small business index (SBI).

Among businesses looking to grow, the majority cited the state of the domestic economy as the main potential barrier to growth (54.6%), with 69.5% reporting higher costs compared to Q2.

Just under half of businesses said resources used to create goods and services were the main driver of rising costs, while 37.3%

reported fuel and utilities as the main contributors.

This and rising National Insurance and dividends taxes, as well as a 6.6% increase in the national living wage, may cause one in four to recruit less or reduce existing worker hours.

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**Whitley Stimpson**  
CHARTERED ACCOUNTANTS AND BUSINESS ADVISORS



# OVERPROTECTING OUR CHILDREN

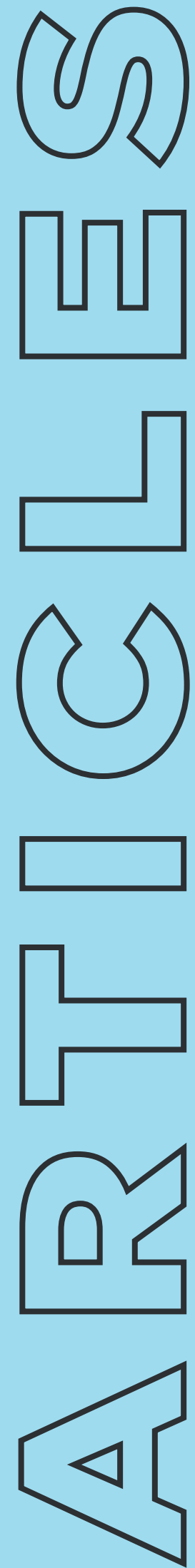
Overprotecting our children: How to strike a balance between being a caring parent and giving the necessary space to a young person to grow and experience life firsthand.

Every child or young person has a right to be safe and receive care that helps them to grow and to live a happy and healthy life. But what if overprotection keeps teenagers off from becoming emotionally mature individuals? What if overprotection is an obstacle in harmonious development of a healthy mindset to combat life's challenges? That has been the matter for investigation of Gary Hickey in the recent issue of Boarding School magazine [please see pp. 30-37], and food for thought for educators like Cherwell College Oxford.

A great emphasis is placed on safeguarding and child protection in the UK education system. But once children reach their teen years, the 'overprotective' approach might do them more harm than good. Recent research shows that by overly treating children as if they are too fragile to cope...

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# HOW TO CRAFT STAND OUT MEDIA CONTENT

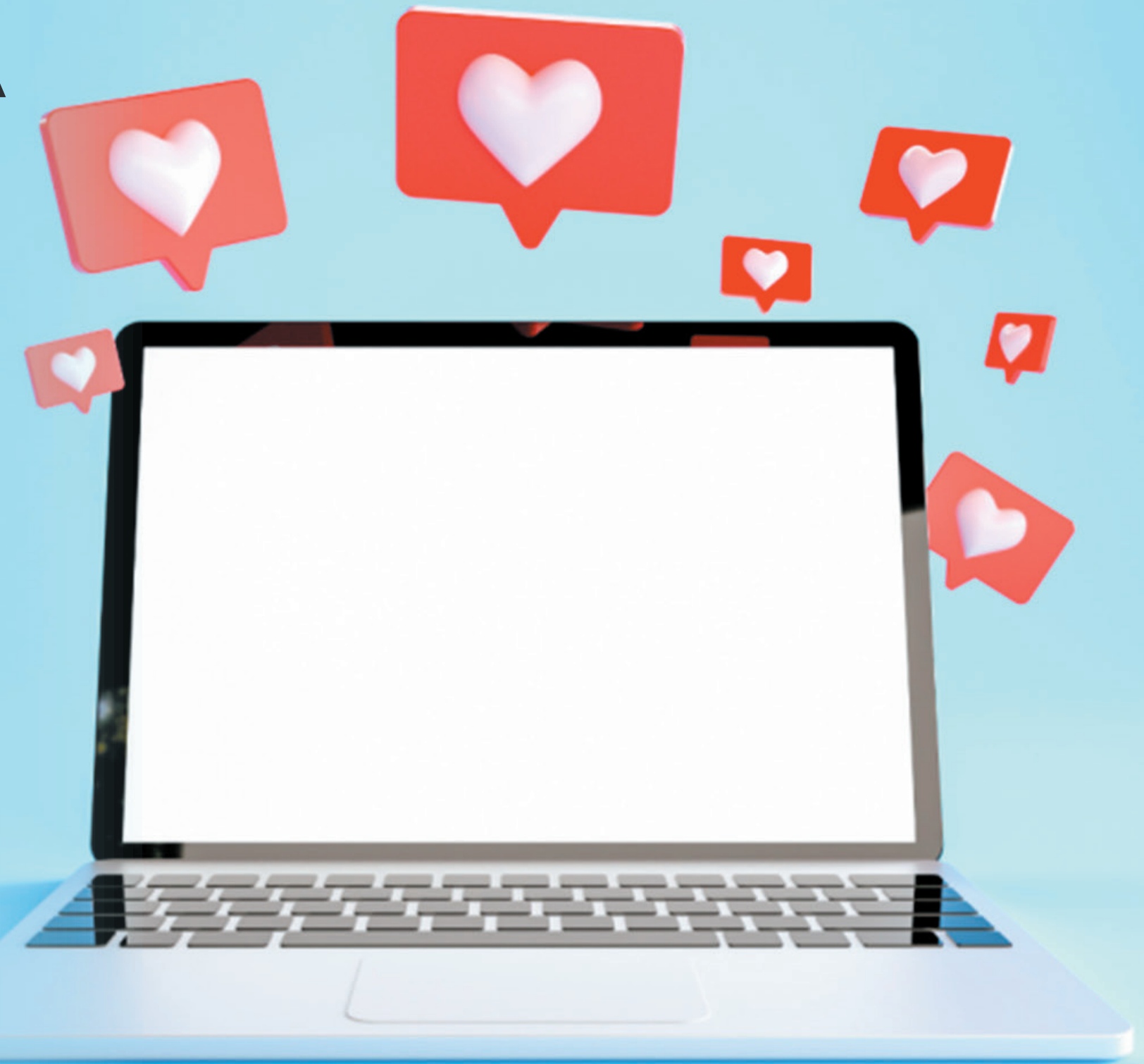
It's noisy out there. There are now millions of pieces of content going out through various media channels from traditional media through to digital and social media. It is easy for content to go un-noticed throughout the masses.

Yet, stand out content that's 'always on' and of value to your readers, whether it's lending advice, tips, recommendations or thought leadership, it is one of the most influential aspects of your customers' purchasing decision. 94% of B2B customers and 88% of consumers conduct some form of web research before buying, taking themselves far down the sales funnel before contacting you.

So how can you make sure your stories stand out, your expertise excels and your brand shines through to your customers and prospects? Here is a quick checklist...

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HeadOn





# BRACKNELL EMPLOYEES HELPED BACK TO WORK

A pilot scheme to support Bracknell people as they return to the office, after almost two years of working from home, has been launched at Bracknell Enterprise & Innovation Hub. The scheme aims to improve the professional and personal lifestyle of business owners and employees.

Bracknell-based business people, including Sian and David Lindsay of FinTech research and development company, AlgoLabs, attended the free workshop. Company Secretary, Sian Lindsay, said:

“Interacting face-to-face with other people is actually really good for our mental health, yet COVID has left some of our team quite anxious at the prospect of carrying out ‘normal’ work activities such as commuting or even going out for a team lunch. As we’re all starting to return to the office, the timing of the Mindspace workshop couldn’t be better...”

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