

**Entitlements, Payments & Benefit Policy**

**February 2017**

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| **Policy Manual Section:** | Governance |
| **Policy Number:** | HR30 |
| **Scottish Social Housing Charter Standards and Outcomes** | 1. Equality 2. Communication 3. Participation |
| **Date Approved by Management Committee:** | 23 February 2017 |
| **Next Review Date:** | February 2020 |

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| **Govan Housing Association can provide this document on request, in different languages and formats, including Braille and audio formats.** |



**Entitlements, Payments, and Benefits Policy**

# 1. Introduction

# Who the Policy Affects

1.1 This policy is aimed at people who are:

* Members of our Governing Body and of the governing body of any of our subsidiaries
* Everyone who works for us or any of our subsidiaries

1.2 For the remainder of this policy the above will be referred to as “our people.”

**About This Policy**

1.3 We are a Registered Social Landlord (RSL) and a Scottish Charity. We are part of a sector that has a strong reputation for integrity and accountability to the people we exist to help and to our Regulators. We must ensure that the organisation upholds its reputation and that of the sector. Our people cannot benefit inappropriately from their connection with the organisation.

1.4 This policy describes the entitlements, payments or benefits that our people are able to receive. It also describes what is not permitted and the arrangements that we have in place to ensure that the requirements of this policy are observed.

1.5 The Scottish Housing Regulator (SHR) requires us to have a policy that sets out what payments and benefits we permit and to ensure that these arrangements demonstrate transparency, honesty and propriety[[1]](#footnote-1). We must ensure there is no justifiable public perception of impropriety.

1.6 As we are a Scottish Charity, all of our Governing Body Members must also ensure that they comply with the Office of the Scottish Charity Regulator (OSCR) guidance to Charity Trustees[[2]](#footnote-2) and charity legislation.

1.7 This Policy is intended to be a practical document that supports us in meeting all of the above requirements, ensuring that none of our people benefits improperly or inappropriately from their involvement with us, but also that they are not unfairly disadvantaged. We expect our people to act in good faith, and in applying the terms of the policy we will always take this into account.

1.8 As someone who is affected by this policy, you are personally responsible for ensuring that you are familiar with and comply with its terms.

1.9 At all times, we expect a common-sense approach to be applied to the interpretation and application of this policy. If you are unsure about anything relating to benefits, payments or entitlements you should consult with the Chair or CEO (if you are a member of the governing body) or with your line manager (if you are a member of staff).

**What this Policy Covers**

1.10 This policy covers:

* Managing Your Interests
  + Registering and Declaring Interests
  + Entitlements, Payments & Benefits
* People Connected To You
  + Who Else You Should Consider When Declaring Interests
  + What You Should Consider
* Use of Our Contractors/Suppliers By Our People

**Other Relevant Polices**

1.11 The Code of Conduct for Staff and the Code of Conduct For Governing Body Members are linked to this policy. Failure to comply with the terms of this policy will be regarded as a breach of the respective Code of Conduct.

1.12 You are also required to be familiar with and observe the terms of our Anti- Bribery and Fraud policy. We prohibit any attempt to induce the organisation or our people to offer preferential services or business terms and we will at all times comply with the Bribery Act 2010.

1.13 Our policies relating to the following are also relevant to this document and must be complied with at all times:

* Allocations
* Repairs and Improvements
* Adaptations
* Procurement
* Training
* Expenses
* Recruitment
* Sale of our Property
* Decoration Allowances/Prizes

Please note that this list is not exhaustive and you are required to comply with all of our policies and procedures.

# 2. Managing Your Interests

**Registering and Declaring Interests**

2.1 In order to protect our reputation and demonstrate that we conduct our affairs with openness, honesty and integrity, we maintain a Register of Interests. You must record in this register any interests that you or someone connected to you (see Section 3) has which are relevant to our business. You will be required to confirm annually that your entry is accurate and up to date.

2.2 Where you have an interest in any matter that is being discussed or considered at a meeting, you must declare your interest and play no part in the discussion; you must withdraw from any part of a meeting where the interest arises.

2.3 The Code of Conduct also contains a section on Declaring Interests that you should comply with at all times.

2.4 An annual report will be made to our Governing Body on the entitlements, payments, benefits that have been recorded in the Register.

**Entitlements, Payments and Benefits**

2.5 Many of the interests you will be required to declare can be classed as entitlements, payments or benefits.

2.6 As one of our people, you potentially could be offered benefits over and above that to which you are contractually entitled, such as gifts or hospitality from external parties. Such offers would be as a direct result of you being one of our people and cannot always be accepted. We require that any such offers are managed and recorded very carefully to ensure the highest levels of probity in our organisation. Our people should not benefit – or be seen to benefit – inappropriately from their involvement with us.

2.7 Apart from payments that our people are entitled to by contract, statute or other agreement (e.g. salary, expenses), we will only make a payment to, or accept a payment from, someone affected by this policy in exceptional circumstances. Appendix A explains the payments we can and cannot make in more detail.

2.8 As we contribute to the economy of the area we work in and we have commercial and business relationships with many different companies, contractors, suppliers and service providers, you must ensure that we are fully aware of any connection that you or someone you are close to (see section 3) has with any of these businesses or organisations.

2.9 Some entitlements, payments and benefits we can never permit, and others we have additional requirements or conditions that must be met before we can permit.

2.10 Appendix A lists the entitlements, payments and benefits that fall under this policy, and states:

* Which could be permitted by the organisation
* Which will never be permitted by the organisation
* Which you require to declare in the register of interests
* Any other further requirements the organisation has before permitting

**3. People Connected To You**

**Who Else You Should Consider When Declaring Interests**

3.1 Someone ‘closely connected ‘to you includes family members and persons who might reasonably be regarded as similar to family members even where there is no relationship by birth or law.

3.2 As well as considering your own actions, you must be aware of the potential risk created by the actions of people to whom you are closely connected. Who you should consider, and our expectations of you to identify and declare such actions are outlined in Table A on page 5.

**Table A**

|  |  |
| --- | --- |
| **Group** | **Required Response** |
| 1. **Members of your household**   This includes:   * Anyone who normally lives as part of your household (whether related to you or otherwise) * Those who are part of your household but work or study away from home | We expect you to be aware of and declare any relevant actions of all people in your household. You must take steps to identify, declare and manage these. |
| 1. **Partner, Relatives and friends**   This includes:   * Your partner (if not part of household) * Your relatives and their partners * Your partner’s close relatives (i.e. parent, child, brother or sister) * Your close friends * Anyone you are dependent upon or who is dependent upon you * Acquaintances (such as neighbours, someone you know socially or business contacts/associates) | Where you have a close connection and are in regular contact with anyone within this group, we expect you to be aware of and declare any relevant actions. Under these circumstances, you must take steps to identify, declare and manage these actions.  Where you do not have a close connection and regular contact with someone in this group, we do not expect you to be aware of or to go to unreasonable lengths to identify any relevant actions. However, if you happen to become aware of relevant actions by such individuals, then these should be declared and managed as soon as possible. |

**What You Need To Consider**

3.3 The following are the relevant actions /involvement by those to whom you are closely connected that you should consider, declare and manage as per our expectations outlined in Table A:

* A significant interest in a company or supplier that we do business with. A significant interest means ownership (whole or part) or a substantial shareholding in a business that distributes profits, but does not include where an individual has shares in large companies such as banks, utility companies or national corporations, i.e. where owning shares would not give the individual any significant influence over the activities of that organisation.
* Where the individual may benefit financially from a company with which we do business
* Involvement in the management of any company or supplier with which we do business
* Involvement in tendering for or the management of any contract for the provision of goods or services to us.
* Application for employment with us.
* Application to join our Board or any of its subsidiaries
* Application to be a tenant or service user of the organisation
* If they are an existing tenant or service user of the organisation

**4. Use of Our Contractors & Suppliers**

4.1 In order to help us maintain our excellent reputation, where possible you should avoid using the organisation’s contractors/suppliers for your own personal purposes. We have made a list available to all of our people which outlines the contractors and suppliers that fall under the terms of this policy. This is included at Appendix B.

4.2 We recognise that there could be certain circumstances where it might not be possible for you to avoid the use of all the contractors/suppliers on this list, such as where market conditions in your local area make it difficult to obtain a reasonable selection of potential contractors or suppliers. Under such circumstances you could be permitted to use those contractors/suppliers outlined at Appendix B, provided you are able to demonstrate that you received no preferential treatment in terms of price, quality or any other aspect of service delivery due to your involvement with us.

4.3 Approval to use those contractors listed at Appendix B is at the discretion of the approving officer (in accordance with our scheme of delegation). In order to be granted approval, you will be required to demonstrate that there is no reasonable alternative contractor/supplier providing the service required in your local area, and that you will receive no preferential treatment in terms of service or cost (which you will be required to demonstrate through quotations and receipts)

4.4 If you are looking to purchase goods or services from any contractor/supplier on this list then you must make a declaration in the register outlining:

* That you have received approval from the appropriate approving officer prior to the commencement of works
* That you received no preferential treatment in terms of service or cost (which you will be required to demonstrate through quotations and receipts).
* Where you inadvertently use a contractor on the list at Appendix B in an emergency situation, you must notify the approving officer as quickly as possible thereafter and enter an appropriate declaration in the register.

4.5 Any contractor/supplier not included on the list at Appendix B can be used without the need for any declaration/further action. Appendix B represents the majority of the contractors/suppliers that we use, but does not include any of our contractors/suppliers that:

* Only provide services of a small value (e.g. local window cleaners or sandwich shops) or
* Have such a large national or local standing that no favour could ever realistically be gained (e.g. utilities, BT, banks or national chains)

4.6 **Guidance for approving officer:** The approving officer will have an appropriate level of seniority, in accordance with our scheme of delegation.In making your decision you should consider the level of potential reputational risk or any potential conflicts of interest that may arise by granting approval and, if granting approval, consider the steps required to mitigate against future conflicts of interest, such as ensuring that the individual is not involved in any transactions with or decisions about the contractor/supplier in question on behalf of the organisation. You should maintain a clear audit trail of every approval to use any of our supplier or contractors listed at Appendix B. The total number of our people to use contractors and suppliers, including the reasons for approval, and confirmation that no advantage was gained due to an individual’s role within the organisation should be formally reported annually to our Governing Body.

# 5. Review

## 5.1 Our Rules require the Governing Body to set our policy on payments and benefits and keep it under review. This policy has been approved by our Governing Body and is consistent with the requirements of our Codes of Conduct for Governing Body Members and for Staff. These Codes have been confirmed by the Scottish Housing Regulator as meeting their regulatory requirements.

## 5.2 Following review, this policy was approved by our Management Committee on 23 February 2017. It will be reviewed in February 2020 and earlier if required.

## Appendix A – Entitlements, Payments and Benefits

| **EXAMPLE** | **CAN THIS BE PERMITTED?** | **FURTHER ACTION NECESSARY BEFORE THIS WILL BE PERMITTED?** |
| --- | --- | --- |
| **HUMAN RESOURCES AND RECRUITMENT** | | |
| All entitlements arising from your contract of employment with us or one of our subsidiaries, including (but not restricted to):   * Payment of salary to staff * access to car or travel loans or salary advances where specified in the employment contract; * pension and/or private health care provided as part of the remuneration package; * performance related pay or bonus awarded in accordance with contractual terms; * books and equipment in connection with employment or training in accordance with agreed policies and/or contractual terms * Reimbursement of professional fees | Yes | Any entitlement in the terms of your contract is always permitted without the need to record in the register of interests. There are Human Resource processes in place for this purpose. |
| Payment to a member of the governing body for their role as a governing body member, in accordance with the terms of their letter of appointment | No | Our Rules do not permit payment of governing body members.  [If our Rules allowed, such payments will only be permitted if they are in accordance with the conditions set out in Section 67(3) of the Charities and Trustees Investment (Scotland) Act 2005[[3]](#footnote-3)) |
| All payments made in accordance with the terms of our expenses policy including:   * payment of permitted out of pocket expenses * reimbursement of travel costs | Yes | Entitlements in connection with your role as one of our people are set out in our expenses policy are always permitted and do not need to be declared provided claims are made in accordance with our procedures. |
| Provision of a loan by the organisation to one of our people | No | This is not permitted unless in connection with the contractual terms of employment. We cannot make any other loans to individuals. |
| Redundancy or Voluntary severance payment to an employee | Yes | We can make redundancy payments to an employee in line with terms their contract  Or  We can make a voluntary severance payment to an employee which is outside the terms of their contract of employment provided:   * It arises directly from a decision to terminate the employee’s contract of employment * Payment is approved by the Governing Body * That the total sum of the non-contractual payment and benefit does not exceed, in the opinion of our employment adviser, the total cost of a successful application by the employee to a Court or Tribunal (including the likely level of compensation that might be awarded by a court or tribunal and associated costs to the organisation to participate in the tribunal) * Payment does not exceed the equivalent of one year’s salary for the employee * That this payment is instead of (rather than additional to) any redundancy entitlement |
| An offer of employment (temporary or permanent) to someone who is closely connected to a member of staff | Yes | This is permitted as long as:   * There has been an open recruitment exercise in accordance with our policy that you have not played any part in and * You have no direct or indirect line management or supervision responsibility for the post and * The offer of employment complies with our policy and is approved by the Chief Executive and * You record your connection to the successful applicant in the register within five days of their acceptance of the offer. |
| The offer of employment to someone who is, or has been in the last twelve months, a member of our Governing Body or to anyone who is related to a member of the Governing Body | No | This cannot be permitted. |
| Appointment of one of our staff members to the Governing Body | No | This cannot be permitted in accordance with the Rules of the organisation. |
| Nominations to join the Governing Body from people who are connected to a serving member. | Yes | This can be permitted in accordance with the Rules of the organisation. |
| **OUR PEOPLE AS TENANTS OR SERVICE USERS** | | |
| The offer of a tenancy or lease in one of our or any of our subsidiaries’ properties to one of our people or to someone closely connected to them. | Yes | This is permitted as long as   * it is in accordance with our published allocations policy **and** * Neither the applicant or anyone connected to the applicant is involved in any way or in any part of the allocation process **and** * The offer is approved by the Governing Body in advance **and** * The tenancy is recorded as an interest in the appropriate register within five days of the tenancy commencing |
| Where one of our people (or someone connected to one of our people) is a tenant and receives a repair, improvement or adaptation to their home | Yes | **Repairs** carried out in accordance with our policy do not need to be recorded.  **Adaptations** must comply with our policy and be approved by the Chief Executive. The adaptation should be recorded in the register of interests within five days of approval.  **Improvements** must be carried out as part of an approved programme and in accordance with our policy. The person affected should declare their interest if/when the programme is being discussed and the improvement recorded in the register of interests within five days of completion |
| Where one of our people (or someone connected to one of our people) is a tenant and receives payment of a decoration allowance, tenant reward/incentive as part of an agreed scheme or prize. | Yes | **Payment of decoration allowances or incentive/reward payments** must be made in accordance with our policies and procedures and recorded in the register within five days of receipt.  **Prizes or awards** in competitions open to all tenants in the same community (e.g. garden competitions) can only be given if the selection process for giving the award/prize has been carried out by someone who is independent. Receipt of the award and the circumstances surrounding it must be recorded in the register within five days of receipt. |
| **TRAINING AND EVENTS** | | |
| Attendance at training events or seminars (e.g. SFHA Conferences) or openings/similar events hosted by other RSLs | Yes | There is no requirement to declare and record in the register of interests. |
| The organisation paying for accommodation in connection with attendance at relevant conferences or events that you are attending on behalf of or in connection with your role with us or our subsidiaries | Yes | Accommodation that is part of a conference or training package does not need to be recorded in the register, but attendance will be recorded on the relevant individual training plan.  Residential conferences are important in ensuring that our people have the necessary skills, knowledge and experience to make an effective contribution to our activities. |
| Attendance by you at events to mark awards, achievements or other significant milestones relevant to our business. | Yes (where not exceeding £500) | The Governing Body must approve attendance prior, and will only do so if:   * The organisation or one of our people (because of their role with us) has been nominated for an award; or * attendance is in recognition of achievement of or in pursuit of appropriate business development; or * we can demonstrate that attendance or participation is directly related to furthering our aims and objectives.   Where we ask you to represent us at such an event, this should be recorded in the register along with any associated costs (includingtravel, accommodation and the costs of attendance at the event) within five days of attendance.  **The total cost should not exceed £500 per person and we will make all arrangements in advance.**  Where costs would exceed £500, you will not be permitted to attend unless there is a clear, viable business case for attending. In such a case, specific approval of the Governing Body would be required. |
| **GIFTS AND HOSPITALITY** | | |
| Gifts received from tenants and external sources | Yes (not exceeding a value of £25) | Small gifts (e.g. a box of chocolates, pens, folders, paperweights) can be accepted if:   * the value does not exceed £25 * you do not receive more than one such gift from the same source in a 12 month period * you record receipt of the gift in the register     You should not normally accept other gifts and should decline any gifts with a value of more than £25 unless to do so would cause offence or otherwise damage our reputation. In these cases you must:   * Advise the donor that the gift will be donated to charity or will form part of our annual charity fund raising activities * Record the gift and the action taken in the register within five days   You should not regularly accept gifts from the same source and never more than once from the same source within a 12 month period.  You should also record any offers that you decline and the reasons for this, in the register within five days. |
| Gifts given from us to one of our people or received by one of our people from external sources to mark special occasions. | Yes (not exceeding a value of £25) | Gifts from the organisation to our people can be permitted in cases where it is to mark a special occasion or significant event including:   * Family events (e.g. marriage, milestone birthday, birth of a child), * Retirement * Leaving the organisation   These must be recorded in the relevant register and the value of such gifts will not normally exceed £25.  Please note, that this does not include collections by our people using their own personal funds to mark special occasions. These are always permitted with no requirement to declare. |
| Hospitality associated with our business and that of its partners | Yes (when not exceeding a value of £50) | Modest hospitality, such as a sandwich lunch or networking event, is permitted and does not need to be recorded  All other hospitality up to a value of £50 is permitted but must be recorded in the register, along with an estimation of the value of hospitality received, within five days of attendance.  **You should not accept invitations with a value that is greater than £50, unless you have prior approval from the Governing Body The type of hospitality offered will also be taken into consideration, e.g. we will not normally accept invitations to sporting events, concerts, golf tournaments etc.**    In this case, the reason for acceptance must also be included in the register and countersigned by the Chief Executive. |
| Our people seeking donations from our contractors/suppliers when fundraising for charity | Yes | This is permitted provided:   * Approval is gained from the Chief Executive prior to making any approach * Any donations received are recorded in the register   We recognise our social responsibility and promote charity fundraising by the organisation and our people. We have a separate policy that sets out our approach to supporting other charities. |
| **PROCURING GOODS/SERVICES** | | |
| Sale of a property under Right To Buy to someone affected by this policy | Yes | This is permitted with no requirement to declare in the register. The normal process for valuation and sale should be followed and our normal policy would be applied. |
| Sale of our interest (whole or part) in a property to someone affected by this policy via LIFT, Home Buy; Help to Buy or other LCHO scheme | Yes | This is permitted, provided:   * Our policy and procedures are followed * The prospective purchaser should play no part in the processing of the transaction by the organisation * It is declared and recorded in the register within five days of the missives being concluded confirming the process followed. |
| The organisation entering into a contract with an organisation where one of our people, or someone connected to them has significant control. | No (in almost all cases) | This is not permitted in almost all circumstances. We could only consider this where:   * The person affected by this policy is not involved in any part of the procurement process or decision * The appointment is approved by the Governing Body which is satisfied that the appointment is reasonable in the circumstances * There is no reasonable alternative (e.g. because of geography or the specialist nature of the goods/services)   In such rare circumstances, the appointment would be recorded in the register along with details of the process followed. |
| The purchase of land or other assets from anyone who is, or has been in the last twelve months, one of our people or who is connected to one of our people | No (in almost all cases) | This cannot be permitted in almost all cases.  The only exception would be if you were referred to us under the Scottish Government’s Mortgage to Rent scheme, where this would be permitted provided:   * Our policy and procedures are followed * The prospective seller plays no part in the decision to purchase the property or the processing of the transaction by the organisation * It is declared and recorded in the register within five days upon conclusion |
| The purchase of goods/services from our suppliers/contractors by one of our people | Yes | This should normally be avoided, and will only be potentially permitted if the procedure identified in Section 4 is followed. |

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|  |  |  |  |  | **Appendix B** |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | **Supplier & Contractors List** | | | | | |  |  |  |  |  |  |  |  |  |  |  |  |
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| **No**. | **Name of Contractor** | **Address** | | | | |  |  |  |  |  |  |  |  |  |  |  |  |
| 1 | AIB Electrical Wholesale Ltd | 161-181 Whitefield Road | Glasgow | G51 2SD |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 2 | Anderson Bell & Christie Architects | 382 Great Western Road | Glasgow | G4 9HT |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 3 | Arco Group | Avon Mill Industrial Estate | Mill Road | Linlithgow Bridge | Linlithgow | EH49 7QY |  |  |  |  |  |  |  |  |  |  |  |  |
| 4 | Assist Architects Ltd | Station Terrace | 90 Kerr Street | Glasgow | G40 2QP |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 5 | Advanced Preservation Specialists Ltd | 1157 Govan Rd | Glasgow | G51 4RQ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 6 | ACS Risk Control | Head Office | Unit 4 The Claremont Centre | Durham Street | Glasgow | G41 1BS |  |  |  |  |  |  |  |  |  |  |  |  |
| 7 | Adaptocare | 244 Nuneaton Street | Glasgow | G40 3DL |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 8 | Allied Surveyors | Herbert House | 25 Herbert Street | Glasgow | G20 6NB |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 9 | AquAid Glasgow | Unit 7, Block 6 | Fullwood Industrial Estate | Burnbank Road | Hamilton | ML3 9AZ |  |  |  |  |  |  |  |  |  |  |  |  |
| 10 | Aitken Laboratories Ltd | Castlehill House | Slamannan | FK1 3EZ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 11 | Autotag Trading Limited | Unit 2, Handlemaker Road | Marston Trading Estate | Frome | Somerset | BA11 4RW |  |  |  |  |  |  |  |  |  |  |  |  |
| 12 | Acorn Pressurisation Ltd | AGM House | London Road | Copford | Colchester | CO6 1GT |  |  |  |  |  |  |  |  |  |  |  |  |
| 13 | Aitkens (Seedsmen) Ltd | 20 Robert Drive | Glasgow | G51 3HE |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 14 | Arvato Bertelsmann | 24 George Square | Glasgow | G2 1EG |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 15 | Alan McCullcoh Associates | 49 Virginia Street | Glasgow | G1 1TS |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 16 | Bromley Consultancy Services | 7 Sandy Lane | Addington | West Malling | Kent | ME19 5BX |  |  |  |  |  |  |  |  |  |  |  |  |
| 17 | Brechin Tindal Oatts Solicitors | 48 St Vincent Street | Glasgow | G2 5HS |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 18 | SBA Consulting & Structural Engineers | Carnegie Campus | Dunfermline | KY11 8PD |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 19 | Bield Response 24 | 18 Castlebank Gardens | Aniesland | Glasgow | G13 2BG |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 20 | NB Consulting | 25 Downie Terrace | Edinburgh | EH12 7AU |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 21 | Brown & Wallace | Brown & Wallace | 22 James Morrison Street | Glasgow | G1 5PE |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 22 | Business Stream | 7 Lochside View | NULL | Edinburgh | EH12 9DH |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 23 | Buildbase | 302 Drumoyne Road | Glasgow | NULL | G51 4DX |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 24 | Castleton Technology | 1 Emmannuel Court | Reddicroft | Sutton | Coldfield | B73 6AZ |  |  |  |  |  |  |  |  |  |  |  |  |
| 25 | BNP Paribas Leasing Solutions | Northern Cross | Basing View | Basingstoke | RG21 4HL |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 26 | Bridge Litigation UK Solicitors | 63 Carlton Place | Glasgow | G5 9TW |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 27 | BB7 Fire Ltd | 23 Star Hill | Rochester | Kent | ME1 1XF |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 28 | Barham Glen Architects Ltd | 11 Clairmont Gardens | Glasgow | G3 7LW |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 29 | John Cameron Ltd | Unit 6/7 Kinning Parkway Ind | Estate, 55 Maclellan Street | Glasgow | G41 1RR |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 30 | City Property Glasgow LLP | 112 Ingram Street | Glasgow | G1 1ET |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 31 | Central VAT Consultants Ltd | Suite 38, Haypark Business Centre | Marchmont Avenue | Polmont | Falkirk | FK2 0NZ |  |  |  |  |  |  |  |  |  |  |  |  |
| 32 | Claire Clifford Office Products | 48 Watt Road | Hillington | Glasgow | G52 4RY |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 33 | Lanes Group plc | 17 Parkside Lane | Parkside Industrial Estate | Leeds | LS11 5TD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 34 | Central Networks & Technologies Ltd | Rowan House | Sandbrook Business Park | Rochdale | OL11 1LQ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 35 | Cruden Building & Renewals Ltd | Cruden Campus | Cambuslang Investment Park | 5 Clydesmill Road | Glasgow | G32 8RE |  |  |  |  |  |  |  |  |  |  |  |  |
| 36 | Coronet Ltd | 14 Tandlehill Road | Kilbarchan | Renfrewshire | PA10 2DE |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 37 | Ceramic Tile Distributors | PO Box 7357 | Glasgow | G51 9AB |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 38 | City Building (Contracts) LLP | 350 Darnick Street | Glasgow | G21 4BA |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 39 | Caldwell Wright & Co Ltd | 96 Waverly Street | Glasgow | G41 2DY |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 40 | CAS Contract Cleaning | William Ure Place | Bishopbriggs | Glasgow | G64 3BH |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 41 | CBC Stone | Central House | 119 Whitefield Road | Glasgow | G51 2SD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 42 | Citywide Removals | Flat 19 | 25 Dumbrock Road | Strathblane | G63 9EG |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 43 | Certsure | Warwick House | Houghton Hall Park | Houghton Regis | Dunstable | LU5 5ZX |  |  |  |  |  |  |  |  |  |  |  |  |
| 44 | Capital Solutions | 101 McDonald Road | Edinburgh | EH7 4NW |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 45 | Clyde Contracts and Supplies Ltd | Unit 8, Hydepark Business Centre | 60 Millinsburn Street | Glasgow | G21 4SF |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 46 | Clyde Safety | Seaforth House | Seaforth Road North | Hillington Park | Glasgow | G52 4JQ |  |  |  |  |  |  |  |  |  |  |  |  |
| 47 | Countrywide Estate Agents | Lombard House | 2 Carrs Road | Cheadle | Cheshire | SK8 2HR |  |  |  |  |  |  |  |  |  |  |  |  |
| 48 | Castle Computer Services Ltd | Stewart House | Pochard Way | Strathclyde Business Park | Bellshill | ML4 3HB |  |  |  |  |  |  |  |  |  |  |  |  |
| 49 | Deli at the Park | 1 Elderpark Workspace | 100 Elderpark Street | Glasgow | G51 3AQ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 50 | Aareon Uk Ltd | Building 500 | Abbey Park | Stareton | Kenilworth | CV8 2LY |  |  |  |  |  |  |  |  |  |  |  |  |
| 51 | DM Direct | 11 South Avenue | 9 Simpson Court | Clydebank | G81 2NR |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 52 | Dermax Industrial Services | 44 Anniesland Rd ½ | Glasgow | G13 1XD |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 53 | D & S Plant Hire | 18 Arrol Road | Glasgow | G40 3DQ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 54 | Eurosystems | 7000 Academy Park | Gower Street | Glasgow | G51 1PR |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 55 | Enviraz Surveys | Curran House | 23-29 Kelvin Avenue | Hillington Park | Glasgow | G52 4LT |  |  |  |  |  |  |  |  |  |  |  |  |
| 56 | Enviraz Scotland Ltd | 23-29 Kelvin Ave | Hiliington Park | Glasgow | G52 4LT |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 57 | Environmental Consultancy Services | Unit 1 | Spiersbridge Business Park | Spiersbridge Avenue | Glasgow | G46 8NL |  |  |  |  |  |  |  |  |  |  |  |  |
| 58 | EM Consulting | 9d Stanley Road | Paisley | PA2 6HA |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 59 | Francotyp Postalia Ltd. | 74 Questor | Powdermill Lane | Dartford | Kent | DA1 1EF |  |  |  |  |  |  |  |  |  |  |  |  |
| 60 | Firepoint Services Ltd | The Stables | Willowbridge Cottage | Willowbridge | Choppington | NE62 5TD |  |  |  |  |  |  |  |  |  |  |  |  |
| 61 | Documotive Ltd | Douglas House | 1 Emmanuel Court | Sutton Coldfield | Birmingham | B73 6BN |  |  |  |  |  |  |  |  |  |  |  |  |
| 62 | Fraser & Macdonald Electric Motors Ltd | 176 Woodville Street | Glasgow | G51 2RN |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 63 | Fraser C Robb | Stirling Road | Drymen | Glasgow | G63 0AA |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 64 | G.C.C Head Of Revenue Service | PO Box 26816 | NULL | Glasgow | G2 9AF |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 65 | Govan Carpets | 887 Govan Road | Glasgow | G51 3DN |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 66 | Global Connects Ltd | 2nd Floor | 180 Hope Street | Glasgow | G2 2UE |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 67 | George Boyd | PO Box 7357 | NULL | Glasgow | G51 9AB |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 68 | Gailforce Services Ltd | Rosemount Workplace | Unit M4 | 143 Charles Street | Glasgow | G21 2QA |  |  |  |  |  |  |  |  |  |  |  |  |
| 69 | Glasgow Creative | The Angel Building | Paisley Road Toll | Glasgow | G51 1HS |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 70 | GM Domestic Services | 108 Langlands Road | Govan | Glasgow | G51 3BU |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 71 | Get Fully Furnished Retail Ltd | 6th Floor Unit 2 | The Whiskey Bond | 2 Dawson Road | Glasgow | G4 9SS |  |  |  |  |  |  |  |  |  |  |  |  |
| 72 | Good Energy | Monkton Reach | Monkton Hill | Chippenham | Wiltshire | SN15 1EE |  |  |  |  |  |  |  |  |  |  |  |  |
| 73 | Hacking & Paterson | 1 Newton Terrace | Sauchiehall St | Glasgow | G3 7PL |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 74 | JS Harvie & Co | Central House | 119 Whitefield Road | Glasgow | G51 2SD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 75 | HART Services Scotland | 59 Foresthall Crescent | Glasgow | G21 4EH |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 76 | Heat Spares Ltd | 128 Helen Street | Glasgow | Glasgow | G51 3JS |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 77 | Howdens Joinery Co | Unit 2 | 148 Helen Street | Glasgow | G51 3JS |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 78 | Hawthorne Boyle Partnership Ltd | Merchant House | Watermark Business Park | 365 Govan Road | Glasgow | G51 2SE |  |  |  |  |  |  |  |  |  |  |  |  |
| 79 | T Higgins Property Maintenance Ltd | 1220 Govan Road | Govan | Glasgow | G51 4RA |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 80 | Introscan | Unit 53 | Elderpark Workspace | 100 Elderpark Street | Glasgow | G51 3TR |  |  |  |  |  |  |  |  |  |  |  |  |
| 81 | Initial Washroom Solutions | PO Box 4975 | Dudley | DY1 9FA |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 82 | International Digital Solutions Ltd | Trump Buildings Unit B3/6J | Abercorn Ave | Hillington Park | Glasgow | G52 4JW |  |  |  |  |  |  |  |  |  |  |  |  |
| 83 | IET Services Ltd | IET Glasgow | Teacher Building | 14 St. Enoch Square | Glasgow | G1 4DB |  |  |  |  |  |  |  |  |  |  |  |  |
| 84 | Inglis PM Ltd | 10 Somerset Place | Glasgow | G3 7JT |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 85 | Jewson Ltd | Credit Services Department | 96 Leeds Road | Huddersfield | HD14RH |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 86 | JTC Furniture Group | Camperdown Works | 27 Harrison Road | Dundee | DD2 3SN |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 87 | James Frew Ltd | 83 New Street | Stevenston | Ayrshire | KA20 3HD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 88 | JS Outdoors | 71 Newton Crescent | Dunblane | FK15 0DZ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 89 | JB Alterations | 28 Canal Street | Renfew | PA4 8QD |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 90 | J & J Garage Doors | 9 Third Avenue | Glasgow | G66 5EA |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 91 | JR Scaffolding Services Ltd | Cardea House | 5 Sandyford Road | Paisley | PA3 4HP |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 92 | KD Doors | 2 Murray Place | Righead Industrial Estate | Bellshill | ML4 3LP |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 93 | KONE plc | Duart House | Strathclyde Business Park | Bellshill | ML4 3PR |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 94 | Kiswebs | 20 - 23 Woodside Place | NULL | Glasgow | G3 7QF |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 95 | Keytags Direct Ltd. | Unit 2, Handlemaker Road | Marston Trading Estate | Frome | Somerset | BA11 4RW |  |  |  |  |  |  |  |  |  |  |  |  |
| 96 | Lyreco Uk Limited | Deer Park Court | Donnington Wood | Telford | TF2 7NB |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 97 | M.B. Langmuir & Hay | 60 Kelvingrove Street | Glasgow | G3 7SA |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 98 | L.S.K Supplies | Unit 1 | 4 Farnell Street | Glasgow | G4 9SE |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 99 | Langthorne Automation | 25 Donaldson Crescent | Southbank Business Park | Kirkintilloch | G66 1XF |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 100 | Lift Maintenance Ltd | Pavilion 1 | Parkway Court | 251 Springhill Parkway | Glasgow | G69 6GA |  |  |  |  |  |  |  |  |  |  |  |  |
| 102 | Lanway | Bridgewater Close | Network 65 Bus Park | Burnley | Lancs | BB11 5TE |  |  |  |  |  |  |  |  |  |  |  |  |
| 103 | LASA | Universal House | 88 - 94 Wentworth Street | London | E1 7SA |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 104 | Latto Maintenance Ltd | 56 Clyde Street | Clydebank | G81 1NW |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 105 | MAIN STREET CONSULTING | 8 ALBANY STREET | Edinburgh | EH1 3QB |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 106 | McNairs | Old Mill Park | Glasgow Road | Kirkintilloch | Glasgow | G66 1SS |  |  |  |  |  |  |  |  |  |  |  |  |
| 107 | JS McColl Decorators | 157 Queen Margaret Drive | Glasgow | G20 8XU |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 108 | Moores Furniture Group Ltd | Thorp Arch Estate | Wetherby | West Yorkshire | LS23 7DD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 109 | CA Design Services | The Design Centre, Hewett | Gapton Hall | Great Yarmouth | Norfolk | NR31 0NN |  |  |  |  |  |  |  |  |  |  |  |  |
| 110 | MMPS Scotland Ltd | MMPS (SCOTLAND) LTD | 3 Cathcart Place | Rutherglen | Glasgow | G73 2RB |  |  |  |  |  |  |  |  |  |  |  |  |
| 111 | Martin Plant Hire | Martin Plant Hire | 95 Orbiston Street | Motherwell | ML1 1PX |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 112 | Murray & Muir | 100 Berkeley Street | Glasgow | G3 7HU |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 113 | Marsh Ltd | PO Box 3271 | Norwich | NR7 7BH | NR7 7BH |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 114 | M:Science Limited | 2 Nuffield Road | Nuffield Industrial Estate | Poole | Dorset | BH17 0RB |  |  |  |  |  |  |  |  |  |  |  |  |
| 115 | Nordan Uk Ltd | Norse House | Greenwell Road | East Tullos | Aberdeen | AB12 3AX |  |  |  |  |  |  |  |  |  |  |  |  |
| 116 | Newton Security Doors | 9 York Street | Ayr | Ayrshire | KA8 8AN |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 117 | Nu-Aire | Western Industrial Estate | Caerphilly | CF83 1NA |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 118 | NCS Office Systems | 65 Rodney Street | Glasgow | G4 9SQ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 119 | Otis Plc | CAshiers Dept | 123 Abbey Lane | Leicester | LE4 5QX |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 120 | Orbis Protect Ltd | Beaufort House | Cricketfield Road | Uxbridge | UB8 1QG |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 121 | Omand Motors | 125 Helen Street | Govan | Glasgow | G51 3HD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 122 | Office Furniture Centre Ltd | 707 London Road | Bridgeton | Glasgow | G40 3AS |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 123 | Occupational Health Works Ltd | 3rd Floor | 90 Mitchell Street | Glasgow | G1 3NQ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 124 | PRS for Music | 2 Pancras Square | London | NULL | N1C 4AG |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 125 | Pointer Alarms Ltd | 65 North Wallace Street | Glasgow | NULL | G4 0DT |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 126 | The Print Broker | 80 Victoria Road | Paisley | NULL | PA2 9PT |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 127 | Plastic Omnium Urban Systems Ltd | Vale House | 19 Hainge Road | Tividale | Oldbury | B69 2NR |  |  |  |  |  |  |  |  |  |  |  |  |
| 128 | Pinkston Watersports | 75 North Canal Bank Street | Port Dundas | Glasgow | G4 9XP |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 129 | Quick Shift Tyres | Unit 1, 23 Clydebrae Street | Glasgow | G51 2AJ |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 130 | Quinn Internal Audit Services Ltd | 120 Kingsknowe Road North | Edinburgh | EH14 2DG |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 131 | QA Ltd | Islington House | Brown Lane West | Leeds | LS12 6BD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 132 | Roberts Consulting | 2 Gardiner Close | Abingdon | Oxon | OX14 3YA |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 133 | Richmonds Heating & Plumbing | 15-25 Carnoustie Place | Scotland Street | Glasgow | G5 8PA |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 134 | Ross & Liddell | 60 St. Enoch Square | Glasgow | G1 4AW |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 135 | Reid Associates LLP | 13 Sandyford Place | Glasgow | G3 7NB |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 136 | Registers Direct | Finance Section | Meadowbank House | 153 London Road | Edinburgh | EH8 7AU |  |  |  |  |  |  |  |  |  |  |  |  |
| 137 | Rentokil Pest Control | PO Box 7 | East Grinstead | West Sussex | RH19 1YN |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 138 | Regency Glazing | 940 Crow Road | Glasgow | G13 1JD |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 139 | Recognition Express | 19C Crown Street | Ayr | Ayrshire | KA8 8AG |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 140 | Richard Aitken (Seedsmen) Ltd | 20 Robert Drive | Glasgow | G51 3HE |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 141 | Rearo Lamintes Ltd | Loanbank House | 29 Loanbank Quadrant | Glasgow | G51 3HZ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 142 | Sci Communication Services Ltd | 191 Broomloan Road | Ibrox | Glasgow | G51 2JE |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 143 | Sage Group Plc | Sage (UK) Ltd | North Park | Newcastle-Upon-Tyne | NE13 9AA |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 144 | Carillion | Unit 2 | Oakbank Park Way | Oakbank Business Park | Livingston | EH53 0TH |  |  |  |  |  |  |  |  |  |  |  |  |
| 145 | Sound Service | Unit 59 | Elderpark Workspace | 100 Elderpark Street | Glasgow | G51 3TR |  |  |  |  |  |  |  |  |  |  |  |  |
| 146 | Steprite Flooring Specialists | 315 Shettleston Road | Glasgow | G31 5JL |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 147 | SBA Planning Supervisors | 19 South Castle Drive | Carnegie Campus | Dunfermline | KY11 8PD |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 148 | Spruce Carpets | 308 Broomloan Road | Ibrox | Glasgow | G51 2JQ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 149 | Scotland's Housing Network | 1st Floor | Verity House | 19 Haymarket Yards | Edinburgh | EH12 5BH |  |  |  |  |  |  |  |  |  |  |  |  |
| 150 | Alexander Sloan Chartered Accountants | 30 Cadogan Street | Glasgow | G2 7HF |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 151 | SIG Interiors | 21 Dava Street | Glasgow | G51 2JA |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 152 | Simple Digital | 20-23 Woodside Place | Glasgow | G3 7QF |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 153 | Simple Comms | 2E Napier Place | Wardpark North | Cumbernauld | G68 0LL |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 154 | Tiaa Ltd | 54-56 Gosport Business Centre | Aerodrome Road | Gosport | Hants | PO13 0FQ |  |  |  |  |  |  |  |  |  |  |  |  |
| 155 | Tunstall Telecom Ltd | Whitley Lodge | Whitley Bridge | Yorkshire | DN14 0HR |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 156 | Tall Security Print Limited | Pembroke Court | Manor Park | Runcorn | Cheshire | WA7 1TJ |  |  |  |  |  |  |  |  |  |  |  |  |
| 157 | Turner & Townsend | Turner & Townsend | Low Hall, Calverley Lane | Hosforth | Leeds | LS18 4GH |  |  |  |  |  |  |  |  |  |  |  |  |
| 158 | The Saw Centre Ltd | 650 Eglinton Street | Glasgow | G5 9RP | G5 9RP |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 159 | T C Young | 7 West George Street | Glasgow | G2 1BA | G2 1BA |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 160 | The Plumbers M8 Ltd | 13 - 15 Lister Road | Hillington Park | Glasgow | G52 4BH |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 161 | Valmont Stainton Ltd | Dukesway | Teeside Industrial Estate | Stockton On Tees | TS17 9LT |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 162 | Workwear & PPE Supplies Ltd | 7 Laverock Road | Stirling Road Industrial Estate | Airdrie |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 163 | xltec | 2E Napier Place | Cumbernauld | G68 0LL |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 164 | Zurich Insurance Company | Southwood Crescent | Farnborough | Hampshire | GU14 0NJ |  |  |  |  |  |  |  |  |  |  |  |  |  |

1. Scottish Housing Regulator (April 2012) Regulatory Framework p28 section 5.13 available [here](http://www.scottishhousingregulator.gov.uk/sites/default/files/publications/Our%20Regulatory%20Framework.pdf) [↑](#footnote-ref-1)
2. Office of the Scottish Charity Regulator (Aug 2013) Guidance For Charity Trustees section 3 available [here](http://www.oscr.org.uk/media/1571/Guidance%20for%20Charity%20Trustees%20updated%20Sept%202010.pdf) [↑](#footnote-ref-2)
3. Legislation.Gov.Uk (2005) Charities and Trustees Investment (Scotland) Act 2005 Section 67 (3) available [here](http://www.legislation.gov.uk/asp/2005/10/part/1/chapter/9) [↑](#footnote-ref-3)