

Annual Report 2024/25



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President's Welcome

It is a privilege to present this foreword to our 2024/2025 Annual Report—my first as President of the Ayrshire Chamber of Commerce and Industry.

“Change is the law of life. And those who look only to the past or present are certain to miss the future.” This quote from John F. Kennedy resonates deeply with me and, I believe, with anyone in business. Over the past 12 months, change has certainly been a constant for Claire and the team at the Chamber.



This year has marked a significant period of renewal for the Chamber, as we refreshed and relaunched our mission and strategy to better serve our members, stakeholders, and communities across Ayrshire. Our mission—to enable businesses across Ayrshire to thrive—sits at the heart of everything we do. This report outlines the many ways we’ve pursued that goal, through our work in membership services, policy and lobbying, international trade, business development, training, and an extensive calendar of events designed to support and connect our members.

I’m also pleased to report that the Chamber remains in a strong financial position, which has allowed us to invest in our people, systems, and processes—all to the benefit of our membership. Claire and the Board remain committed to investing in and enhancing our services and initiatives, including key projects like Developing the Young Workforce (DYW), to ensure the long-term health and prosperity of both the Chamber and the businesses we represent.

All of this important work has been guided by our refreshed Chamber Strategy, launched earlier this year

REPRESENTING AYRSHIRE

By engaging with stakeholders to influence decisions that benefit the Ayrshire economy, we will support to promote the region as a thriving place to live, work, and visit by:

- Strengthening Stakeholder Engagement & Advocacy
- Enhancing Ayrshire’s Brand & Visibility
- Fostering Collaboration & Economic Development

VOICE OF BUSINESS

We are committed to actively engaging with our members and stakeholders to ensure business priorities are clearly communicated and represented at a local, national, and international level by:

- Understanding Business Priorities
- Engaging with Key Stakeholders
- Influencing Decision-Making

ENABLING BUSINESS TO THRIVE

Acting as a catalyst for growth and innovation the Chamber will deliver access to exclusive networking opportunities, expert business support, advocacy on key local and national issues, training and development programmes, and platforms to raise business profiles, resulting in:

- Knowledge Exchange & Business improvement
- Practical Support & Development
- Business Resilience & Growth

Claire's vision, and passion, for Ayrshire as a place to live, work, and invest, remains both clear and compelling. By delivering on our refreshed strategy, the Chamber is well-positioned to fulfil its ambition of providing outstanding support and advocacy—helping to shape a prosperous and forward-looking region.

As we reflect on the achievements of 2024/2025, I feel immense pride in what we've accomplished together. With the continued support of our members, we've been able to make a real impact—for you, for our communities, and for Ayrshire as a whole. And truthfully, I believe we're only just getting started.

About Ayrshire Chamber

Ayrshire Chamber is a **private not-for-profit company**, owned by all its members.

For 78 years we have provided opportunities and support to Ayrshire based businesses from **all sectors** and of **all sizes**, from sole-traders to corporate organisations, but the bulk of members are small – medium sized businesses.

Ayrshire Chamber is an accredited member of the **British Chambers of Commerce (BCC)**, which puts us in a very influential position. Our foundations are **local** but through the BCC and a network of 51 accredited Chambers we have **national** influence and also a **global reach**.

In addition, we are one of 30 accredited members of Scottish Chambers of Commerce (SCC), supporting business interests across Scotland and representing 50% of the private sector workforce.

Our engagement with BCC & SCC also provides connection to the international network of over 12,000 chambers making us one of the most **credible and influential** business organisations in Scotland.

We are here to help you, your business and ensure the region is seen as a place to live, work, invest and visit.



Membership

The end of March 2024 saw our membership grow to **831** members. We aim to support businesses regardless of their sector or size to thrive. The benefits and services that members gain access to support businesses to:



Cut Costs & Save Money



Protect Your Business



Develop & Retain Key Staff



Business Development



Raise Profile



We continue to provide more support and services than any other business organisation and our offer continues as a choice-based model allowing members to decide what level is the best fit for them.

Bronze, Silver and Gold tiers are our core membership offer that supports and protects your business while giving you access to thousands of £'s worth of benefits and services. As your business grows you can move up the tiers to take advantage of the additional benefits on offer that will enhance your business.

Our membership profile has changed significantly during the period as businesses recognise the benefits of membership in higher tiers. This resulted in a 45% increase in Gold+ membership and 30% in Platinum Partners.

Gold + provides access to additional benefits & events that are not available at other tiers adding significant value to your business while supporting to raise your profile.

Platinum Partnership is a strategic collaboration between the Chamber and your business working with you to build your brand, grow your network and demonstrate your commitment to the region and wider business community.

Engaging with our members continues to be a top priority. During 2024 our dedicated account managers continued to have additional touch points with members to ensure they are aware of the benefits and services that membership has to offer. This engagement ensures we are providing them the right support at the right time helping to grow and protect their business as well as highlighting our ever-expanding events programme that offers fantastic networking opportunities.

April 2024 to
March 2025

831
members

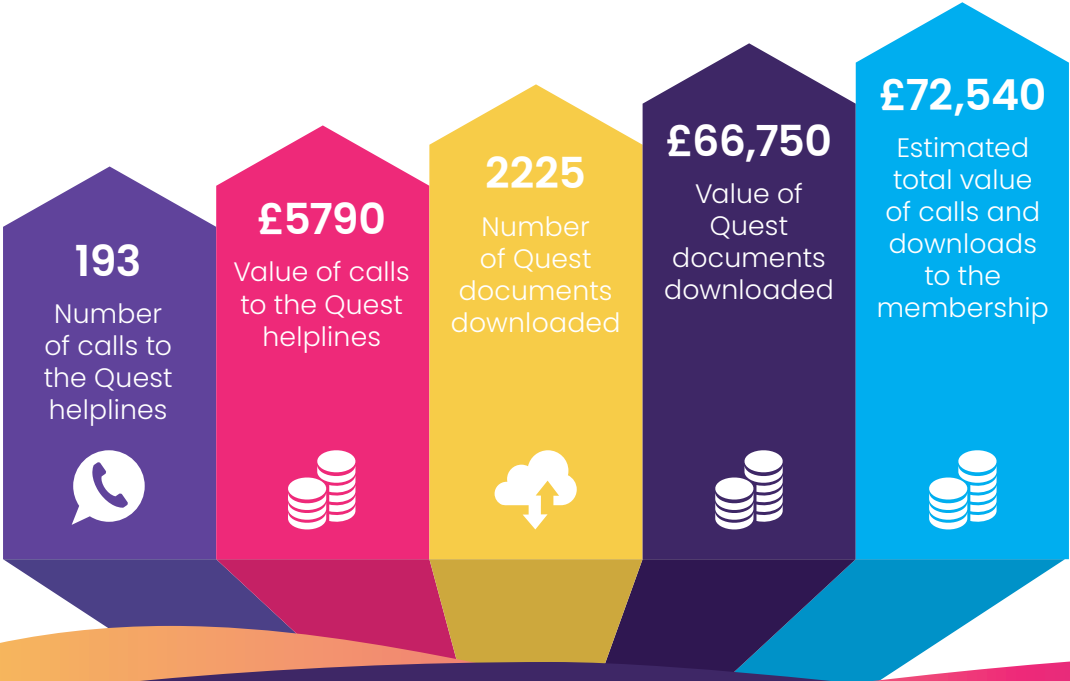
Membership Benefits & Services

Through your membership Quest offers you unlimited access to 4 Services
HR | Health & Safety | Legal | Tax that help your business stay compliant.

Including:

- 5 Advice Lines
- 3 Document Libraries
- 750+ Downloadable Document Templates
- £1,000,000 Legal Expense Insurance for claims up to £100,000
- Free 1-2-1 meeting with a Business Support Manager

Financial year 2024-2025 saw the number and value of calls to Quest increase. The number & value of documents downloaded was also significant bringing an approx. value of £72,540 to our members.



Benefits & Services (cont.)

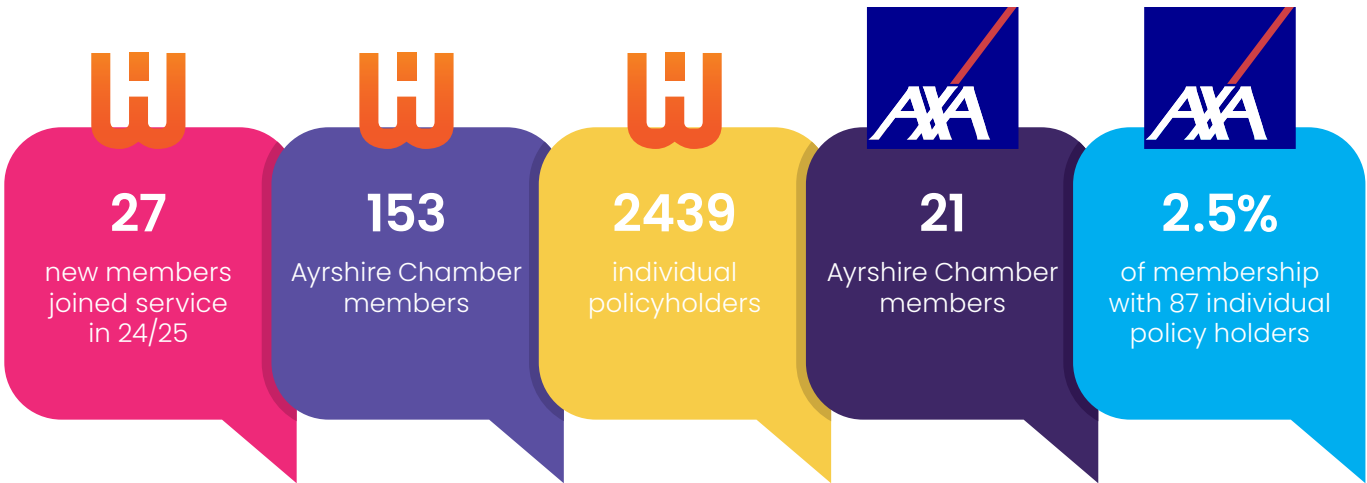
Westfield

Westfield Health continues to be one of our most popular services as businesses look at ways to retain and attract staff keeping their workforce healthy & happy. Westfield's exclusive health plan for Chamber members offers money back on everyday health plus fitness and retail discounts.



AXA

AXA provides your business with flexible affordable healthcare cover. A range of cover options and benefits are on offer to allow you to create a plan that best suits your business and your budget.



Ayrshire Safety Group

Ayrshire Safety Group is made up of members who live and predominantly work in and around Ayrshire. It represents public and private organisations such as local authorities, construction, commercial and manufacturing companies. The group provides an opportunity to network with Health & Safety specialists.



The partnership continued during 2024 allowing our Chamber members 50% off Safety Group membership as well as having access to a series of Health & Safety focussed events. This year we hosted a business breakfast where Anderson Strathern delivered a presentation based on a fictional health & safety incident involving a sub-contractor.

The session examined the potential twists and turns of the investigation and enforcement action by the Health & Safety Executive; criminal prosecution of organisations and individuals; civil claims and fatal accident inquiries whilst briefing attendees on what to expect if they are called to Court to provide evidence and possible outcomes.



Policy & Lobbying

A key role for Ayrshire Chamber is to lobby Government at a local, regional and national level on the issues that affect our members and the wider business community.

Both the British and Scottish Chambers of Commerce actively campaign and call for the removal of regulations which increase the cost of doing business. Working together the Chamber Network, BCC and SCC engage with decision makers to influence policy, ensuring the interests of business are represented.

The Quarterly Economic Indicator Survey is the UK's largest and longest running independent business sentiment survey. The findings are regularly covered in national media and used by agencies such as the OBR, Bank of England and other as a good barometer of what is really happening in the world of business. The survey is run four times a year and we call for responses each quarter, it asks businesses if they have seen an increase, decrease, or no change in a range of metrics since the prior quarter. We continue to encourage our Ayrshire members to complete the survey to ensure we have a strong representation when comparing regional and national data.



Policy & Lobbying

British Chambers, Scottish Chambers and the entire Chamber Network continue to lobby Governments in Holyrood and Westminster which results in changes to regulation, legislation and ensuring investment is made and stays in Scotland.

These campaigns demonstrate the tangible results that Scottish businesses can feel when we work to leverage our collective influence over policymakers.

Devolved Policy (Holyrood)

Non-domestic rates relief helps Scottish businesses manage costs and stay competitive.

£768 million for affordable housing supports construction jobs and improves access for workers.

Over £300 million for energy efficiency and clean heating helps businesses cut costs and meet climate goals.

£90 million for employability programmes supports workforce development and addresses skills gaps.

Abolishing ScotRail peak fares boosts consumer demand and improves access to work and services.

Scrapping the Heat in Buildings Bill protects manufacturers from excessive regulatory costs.

A £500,000 boost to the SCC–Scottish Government International Trade Partnership expands export support and global reach.

Reserved Policy (Westminster)

£500 million for digital infrastructure improves rural connectivity, enabling more businesses to grow and compete.

40–45% tax relief for cultural institutions supports Scotland's creative economy and boosts tourism and local jobs.

Extending the fuel duty freeze helps manage transport costs, especially in rural and logistics-heavy sectors.

Expanding full expensing for capital assets encourages investment in productivity and innovation.

Raising the employment allowance to £10,500 cuts costs for SMEs, supporting hiring and growth.

A 1p duty cut on draught products eases pressure on pubs, supporting hospitality jobs and local economies.

Funding for the Acorn carbon capture project secures Scotland's role in net zero and supports energy sector jobs.

£750 million for Edinburgh's supercomputer strengthens Scotland's AI and data science capabilities.

Fast-tracking Rosebank and Jackdaw oil fields supports energy security and protects offshore jobs and investment.



Members Marketplace

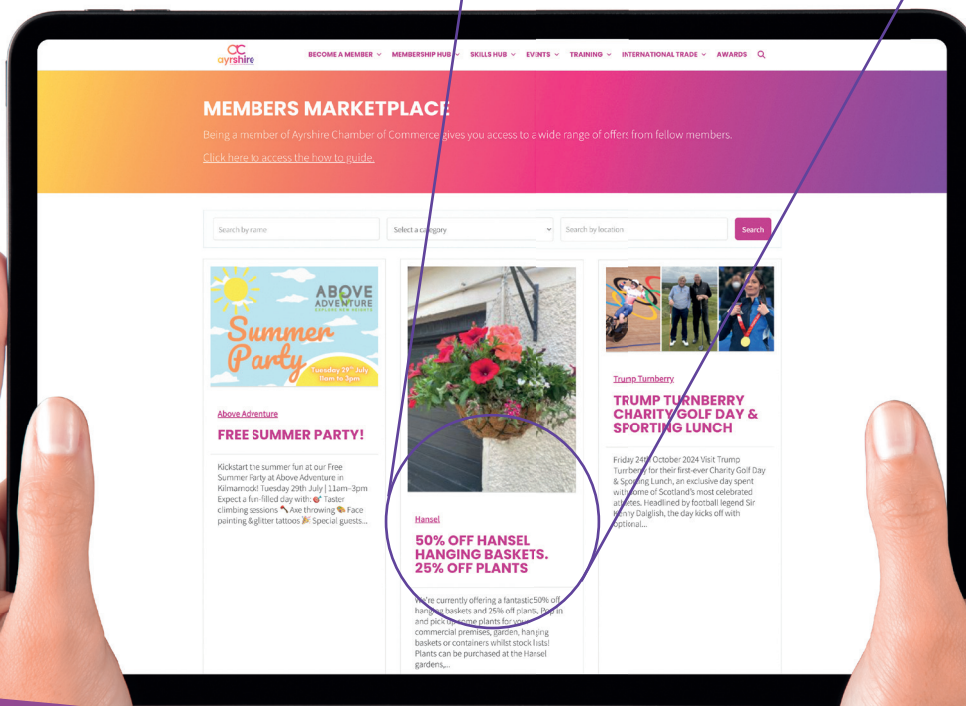
Highlight of listings.

Member only discounts
Short stays
Original artwork
Luxury retreats
Business development, leadership and strategy
New product launches
Charity and fundraising events
Flash deals
Financial advice services
Business to business events
Marketing and social media services

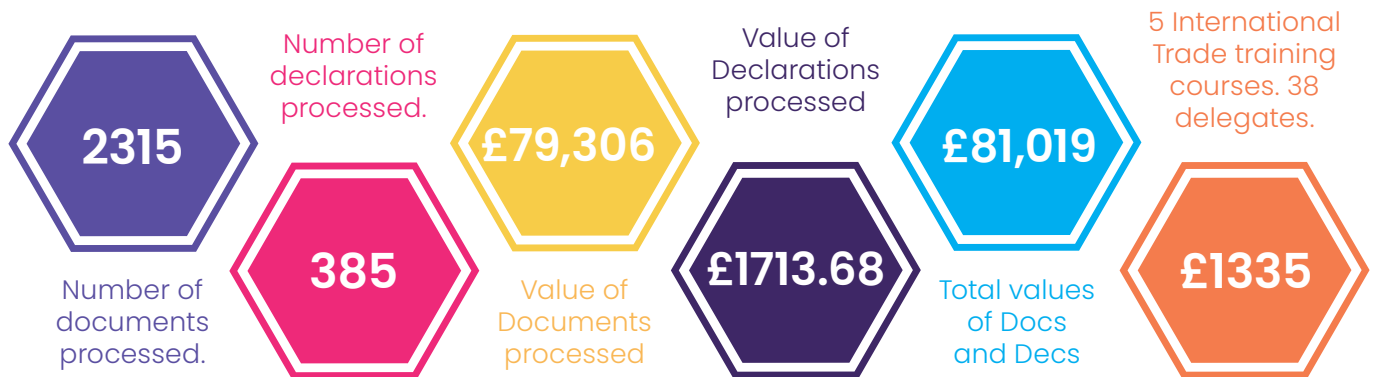
100
businesses

226
listings

3091
visitors



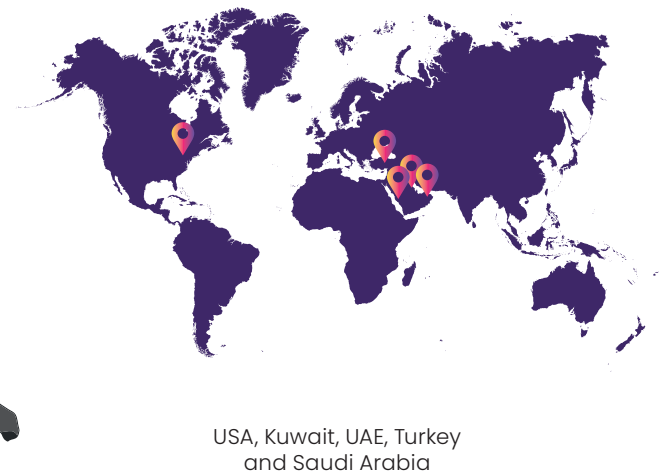
International Trade



Types of items being exported/imported



Top 5 locations goods have been exported/imported to



Trade Mission

Ayrshire Chamber worked in partnership with Inverness Chamber of Commerce to deliver a trade mission to Dublin.

Three Ayrshire Chamber members, Blowin Free, Kelvin TOP-SET and SD Wind Energy, alongside five other Scottish based businesses travelled over the water to Ireland for a packed three-day mission to strengthen links between the Scottish and Irish business community.

The mission gave the delegates an ideal opportunity to showcase some of Scotland's finest products and services to an Irish market.

"The trade mission to Dublin was a fantastic experience. From expert insights on Ireland's wind energy landscape to lively networking sessions, we've come away with a clearer understanding of how to tap into the small wind market in Ireland. Huge thanks to everyone involved – especially for the opportunity to share how our SEAI Triple E Registered SD6 turbine can contribute to Ireland's Net Zero goals. An invaluable trip! Thanks to the Inverness Chamber of Commerce in hand with Ayrshire Chamber of Commerce for organising a successful trip."

Anna Mutter – SD Wind Energy

"It is not every day that a business gets the opportunity to explore other markets along with other Chamber members in Scotland, so, when the chance came along I took it."

The Chamber provided in depth information on the Irish economy alongside detailed market reports for each business sector. There was also a useful input on making the perfect pitch.

A key benefit of being a Chamber member is the strong links and partnership with other Chambers. The Irish Chamber in Dublin worked hard to make business contacts and introductions. The speed networking was a highlight. Making connections and getting a better understanding of where to position your business is well worth the effort."

Elaine Borland – The Argonomist Gin



5
Members

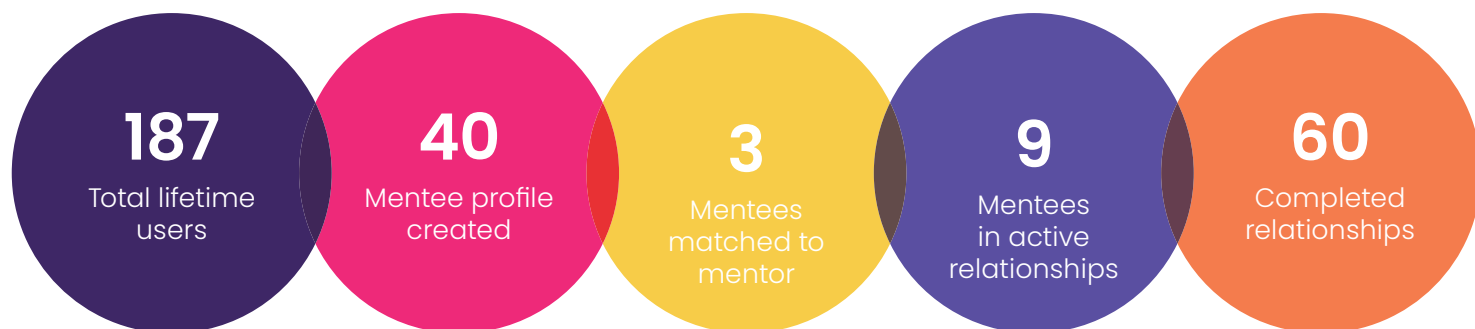


Connect Me – Business Mentoring

Feedback on Connect Me:

Our mentoring programme is a success due to the experienced mentors who give of their time and knowledge time and time again. A huge thank you to them for their continued support and dedication to help others on their business journeys.

Every year we survey mentees and they all agree or strongly agree, the mentoring platform is easy to navigate, the resources are helpful. I could connect easily to mentor and the mentor relationship was a good match.



Stats are April 24 /25

Sectors Connect Me users:



Education



Business services



Third Sector



Food and Drink



Healthcare



Retail & Trade



I went along to an Ayrshire chamber make the most of your membership meetings as I have been a member for some years but do not really use my membership. Among talking through all the great benefits was the subject of mentoring and how useful it is at all levels of business. Particularly as covid made us quite isolated and it is good to talk to other businesspeople to gain insights and recommendations. I looked at the list and found Daniel from AdWorks as I was needing help with my website being an online business. After a few meetings and being given some ideas, I decided to ask Daniel to work on a new website as it was quite old and not as google friendly as it should be. I was worried about taking the plunge and spending the investment involved but Daniel has been helpful and supportive in the process. I am currently developing the new site and so excited about the launch. Wish I had done this sooner!! I would recommend use all the Chamber benefits available as well as Business Gateway webinars and support to help navigate through the tricky journey of running a business. Putting you in touch with the right people to help with your specific areas of business needing assistance.

Lisa Manners, Home Office Design



I have had a fantastic mentoring session with Frank Gormanley MCIM, facilitated through the Ayrshire Chamber of Commerce's Connect Me platform.

Frank generously gave his time and expertise, providing invaluable branding and logo design help and advice. I'm deeply grateful to Frank for his support and to the Ayrshire Chamber of Commerce for making this opportunity possible.

Pauline Speirs Sound Bath Scotland Ltd



Marketing

In the 2024-25 period, Ayrshire Chamber undertook a body of work to re-evaluate the effectiveness of its marketing strategy and campaigns.

With this came a new marketing calendar, highlighting longstanding and brand-new benefits and services, events and training, and membership focusses, designed to reach not only Chamber members, but also the wider business community.

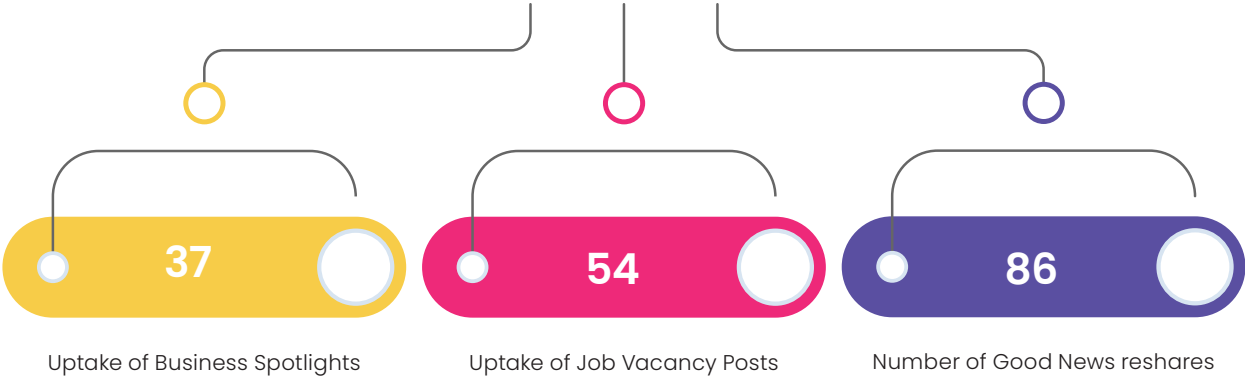
As with previous years, particular highlights of the marketing calendar included the popular Ayrshire Business Week programme of events. A range of promotional toolkits were created and shared with key partners and stakeholders. The campaign was a success, helping to broaden the reach and impact of the week, particularly the B2B Exhibition.



The 2024 Ayrshire Business Awards marketing campaign was also a success, gaining exposure for sponsors, partners, winners and finalists alike. Posts highlighting positive news celebrating the excellence of Ayrshire business were shared far and wide across the social media platforms, shining a light on all that Ayrshire has to offer.



Marketing Statistics



Ayrshire Chamber of Commerce continues to proudly sponsor the business section in the Ayrshire Magazine. This partnership allows us to champion local enterprise, share member success stories and highlight the strength and diversity of Ayrshire's business community along with sharing upcoming news and events.



Marketing

Ayrshire Chamber have been working to communicate and market our key messages to a wider audience and widen our reach. We are pleased to report we have increased our coverage both online and in print through various publications.

Key Achievements 2024/25

17

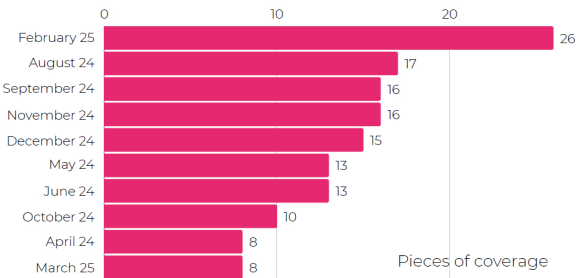
Total Pieces of Print Coverage

109

Total Pieces of Online Coverage

126

Total Pieces of Coverage (Online & Print)



Judy Murray booked for Ayrshire Chamber event

Mum of Wimbledon champ set for Turnberry evening in 2025

ELINA KORBZAR

Scottish tennis legend Judy Murray OBE will be joining the Ayrshire Chamber of Commerce next year for an evening of networking and celebration.

Judy, famous not only as the mum of double Wimbledon champion Andy, but also for her charity work, as an author and for her appearance on the BBC's Strictly Come Dancing, will speak to up to 500 guests in March.

Chamber CEO, Claire Baird, said: "We are all incredibly excited that Judy is going to be joining us. She has been on the Scottish tennis scene for years and has 14 national titles to her name.

"She does great work through her charity foundation and is an accomplished speaker, so I believe we are all in for a real treat."

Principal sponsor for the annual dinner at Trump Turnberry on Friday, March 28 is Developing the Young Workforce (DYW) Ayrshire, which forms part of the wider DYW network of 29 groups throughout Scotland.

It plays a key role in inspiring the future workforce and supports employees by offering career advice and mock interviews.

The evening will also feature the announcement of 2025's Business Excellence Award, which recognises organisations in Ayrshire who are committed to excellence and follow a path of continuous improvement.

Earlier this year, the 2024 award was presented to Break the Silence, for its pivotal role in creating a supportive space for those who have suffered child sexual abuse.



Top guest Judy Murray will be at Turnberry, Inver, in March 2025

Previous winners have included Begg & Co, Woodward AES (Prestwick) and Broomfield's Bakery.

Applications for the award close on November 28.

For more information on the Business Excellence Award, visit here.

To book a place at the annual dinner, visit here: <https://shorturl.at/NGRU3>



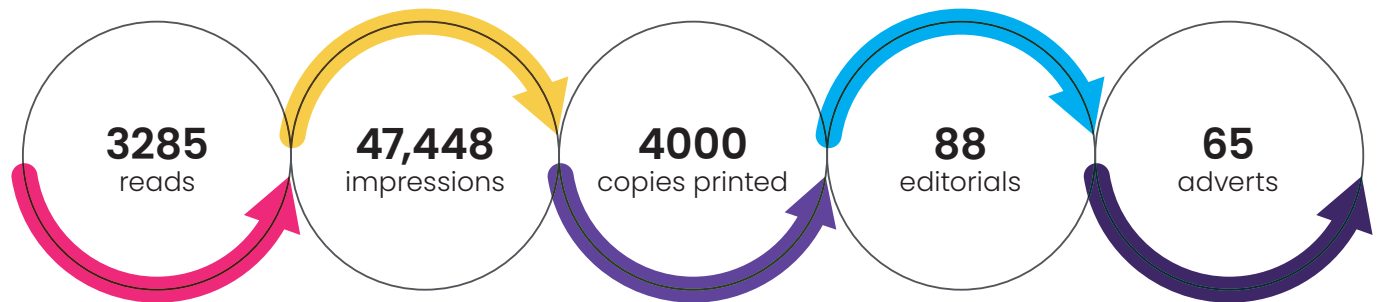
Social Media Statistics



Your Business

Ayrshire Chamber's Business Magazine is a quarterly publication that focuses on a range of topical issues relevant to businesses. Members of the Chamber can submit their news stories free of charge. The magazine is directly mailed to every single member of Ayrshire Chamber, in addition it is published online and promoted via our social media platforms. It is a great opportunity for a company to raise its profile and is THE voice of business in Ayrshire. The magazine combines a wealth of great stories & successes from the business community across Ayrshire.

Magazine Statistics



The Chamber magazine 'Your Business' maintained its editorial and advertising popularity, with current and new members utilising the opportunity to promote activity and offers directly to our readership. The publication is distributed in both a printed and online version ensuring we expand our reach.

Platinum Partners

2024-25 saw our membership at this level grow by 30%, we welcomed Active Office, Billy Bowie Special Projects, Land Energy.

Platinum Partnership is a bespoke programme and engagement at this level offers opportunities to build brand exposure, grow networks and demonstrate your commitment to the region and wider business community.

Thanks go to our 2024-25 Platinum Partners



Giving back to the Community

The Chamber continues to look at opportunities that allow us to recognise and support the work that Charity, Community and Third sector groups deliver. We understand that funding and resources are stretched more than ever so across the year we were delighted to be able to give recognition and raise much needed funds for our members.

At the 2024 Ayrshire Business Awards our Charity raffle raised a total of £5,000 which was split between benefactors Ayrshire Cancer Support and Christians Against Poverty – Scotland.

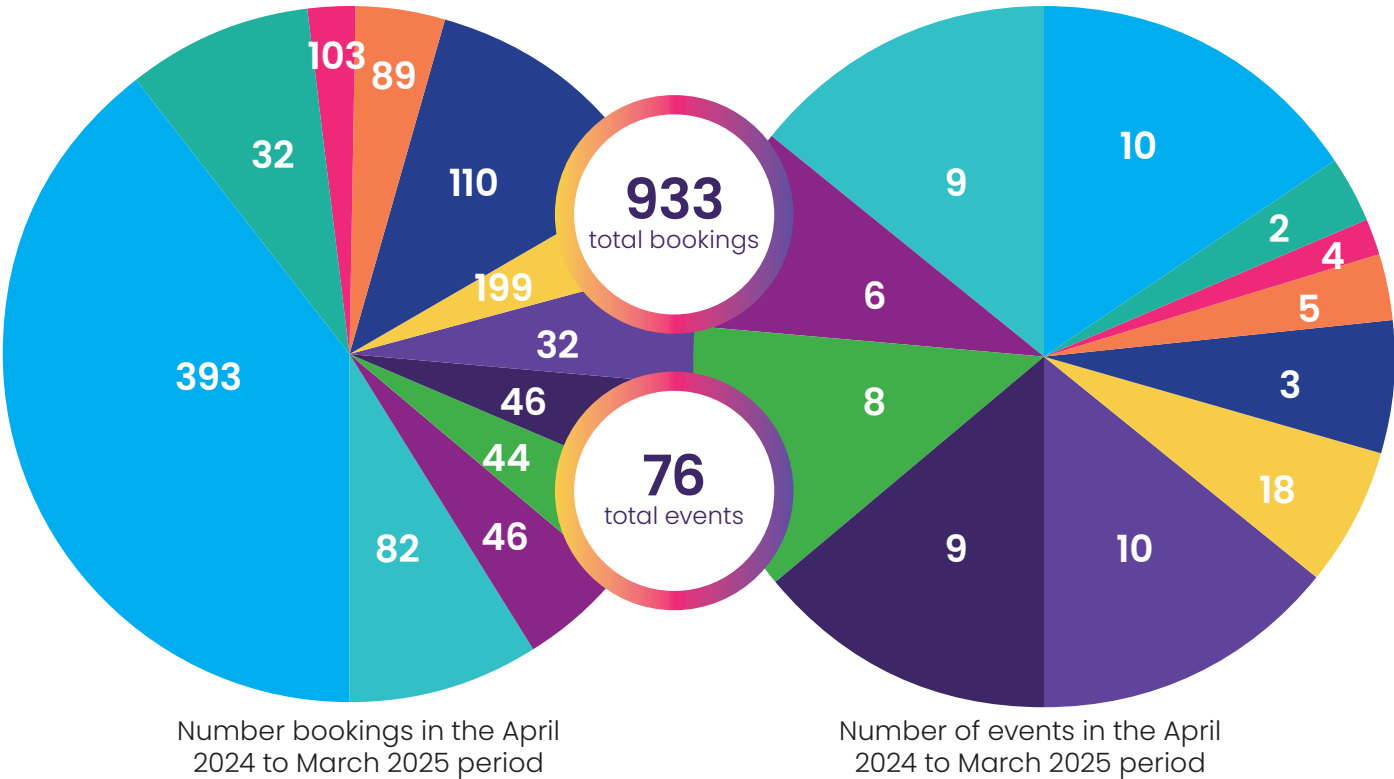
At our Christmas Networking we asked for Christmas gift donations for the Crosshouse Children's Fund.

Finally, the Charity raffle at our Annual Dinner in 2025 raised a total of £11,149 to be split between East Ayrshire Women's Aid and Ayrshire Independent Living Network. We thank the generosity of our members for making these donations possible.



Events

Ayrshire Chamber of Commerce works to create events that both provide valuable networking opportunities to members of the Chamber and showcase the breadth and depth of our region's areas, businesses, strengths, stories and opportunities. Throughout the year, a variety of events were held, including Behind the Scenes tours, Exclusive Events, Speed Networking, and our ever popular Connect Networking events.



- Connect Networking
- Speed Networking
- Fun Events
- Exclusive Events
- Behind the Scenes
- Knowledge Sharing
- Information Sessions
- First Aid / Mental Health at Work
- International Trade
- Membership
- Other

Exclusive Events

The first exclusive event of the financial year was **Scottish Chambers of Commerce – Ayrshire Visit** held on 12th of June at Auchincruive House, followed by **Daniel Johnson MSP Roundtable** held on 29th of September at the Carolton Hotel. The year was finished off by our Annual Exclusive event with **A Conversation with Sir Tom Hunter at Blair Estate – Exclusive Members Event** on the 11th of February at Blair Estate. These events offered attendees a chance to discover fresh insights and build meaningful in-person connections in a casual, laid-back atmosphere.

Connect Networking Events

Ayrshire Chamber hosted 10 Connect Networking events across the year. Connect networking events are designed to help businesses build new connections, expand their networks, and discover new opportunities.

Speed Networking Events

Hosted 3 Speed Networking events. These were held at Enterkine House, Neogen and The Park Hotel. During Speed Networking events attendees have the opportunity to meet everyone in the room followed by further networking and conversation with other delegates and tour of the venue..

Behind the Scenes

Behind-the-Scenes events give members exclusive access to explore some of Ayrshire's most fascinating businesses and go behind the scenes at these venues which are usually closed to the public. From private tours of Ardagh Glass to insider access at UPM Caledonian Papermill, attendees enjoy a rare glimpse into areas not typically open to visitors.

Fun Events

In July 2024 we hosted a Chamber 5-a-side "Euros" Football Tournament with Whitletts Victoria Football Club. This fun informal event allowed attendees to compete for the fantastic shield donated by Whitletts Victoria Football Club. We also hosted a Ayrshire Chamber Golf Day at Trump Turnberry. Attendees split into teams and enjoyed a nine round of golf whilst networking on the famous turf at Trump Turnberry. This was followed by a sit down lunch.

Information Workshops

Throughout the year, we hosted a variety of informative workshops and knowledge-sharing events covering a wide range of topics, including International Trade, Sustainability, and Health and Wellbeing in the Workplace.

Training Events

For over a decade, Ayrshire Chamber of Commerce has been successfully providing training and development services to businesses across Ayrshire and beyond.

We were keen for the new Training and Development Calendar for 25/2026 to align with the next financial year, running from April 2025 to April 2026. As a result, once the previous training programme concluded in August 2024, all training partners were invited to continue their sessions through to March 2025. However, in December 2024, a decision was made to pause all training sessions until April 2025.

January to March 2025 all training and development was put on hold to allow a new training platform to be developed. We surveyed our members to gain insight and knowledge into what their requirements were for developing staff and assisting with retention. We conducted market research into training partners in the area to allow us to offer competitive pricing and an exclusive member rate negotiated. We developed new training offerings including Forklift training and Safe working at height.

Our Launch is April 2025 with 10 accredited partners. This has allowed us to create a new cohort of specialist Training Partners, who are each expert in their fields to ensure that we bring the most up-to-date thinking in the learning and development area to support business growth and drive forward innovative thinking.

Training partners for 2024/25:



ARENA HR



SPEED OF LIGHT DIGITAL



Ayrshire Business Week 2024 ran from Monday 30th of September– Friday 4th October.

The 2024 B2B Exhibition, held on Wednesday, October 2nd, set a new benchmark with a record-breaking number of business stands. On top of that achievement, it also attracted the highest attendance in the history of Business Week, making it the most successful event to date.

Across the week events included:

Monday 30th:

Business Week was launched at The Gailes Hotel with Connected Ayrshire: Digital Connectivity for a Sustainable Future. The event highlighted Ayrshire's progress in regional collaboration, innovation and investment in digital infrastructure marking an important step towards building a more connected and sustainable economic future for the region.

Tuesday 1st:

Ayrshire Chamber of Commerce hosted members for an economic update with Adam McGeoch, Deputy Agent for Scotland at the Bank of England. The session offered valuable insights into the current economic climate and fostered open discussion on key financial issues.

Wednesday 2nd:

The ever-popular B2B Exhibition 2024 was held at The Park Hotel, Kilmarnock. Open to all sectors, the event attracted around 100 attendees from across Ayrshire and featured exhibitions from more than 70 companies. It offered valuable networking opportunities while highlighting the breadth of local business talent and innovation.

Thursday 3rd:

The DYW Leadership Lunch brought together business leaders, educators, and young people to discuss the importance of developing Ayrshire's future workforce. The event fostered meaningful dialogue, strengthened partnerships, and highlighted the vital role of collaboration in preparing young people for successful careers.

Friday 4th:

The Ayrshire Business Awards Dinner 2024 was held at Ayr Racecourse. As the region's premier business awards, the event celebrated excellence across Ayrshire, providing a platform for businesses to showcase their major achievements. Supported strongly by industry, it remains a highlight of the Ayrshire business calendar, featuring 16 award categories.



Ayrshire Business Awards 2024

The Ayrshire Business Awards have firmly established themselves as the premier awards ceremony for businesses across the region and remain a standout event in the local business calendar. With strong backing from industry leaders, the Awards provide Ayrshire businesses with a prestigious platform to highlight their achievements and celebrate success.

The 2024 Ayrshire Chamber of Commerce Business Awards, proudly sponsored by Business Gateway – Ayrshire, celebrated the exceptional accomplishments of businesses from all corners of the region. Nearly 500 guests gathered at Ayr Racecourse on Friday, 4th October 2023, for an unforgettable evening. Adding a touch of magic and humour to the night, renowned magician and comedian Ben Hanlin hosted the event, making the celebration truly memorable.

A charity raffle held during the evening raised an impressive £5,000 in support of Ayrshire Cancer Support and Christians Against Poverty Scotland. The event was a resounding success, reflecting the strength of community and mutual support among Ayrshire's business network. Attendee feedback was overwhelmingly positive, and social media buzz captured the spirit of a remarkable evening.

Principal Sponsor – Business Gateway
Host – Ben Hanlin

Ayrshire Business Awards 2025 has been added to calendar for next year (Friday 3rd October) at Ayr Racecourse and will see the return of host and magician Ben Hanlin.



16

Categories

119

Applicants

63

Finalists

16

Winners



Annual Dinner 2025

Ayrshire Chamber Annual Dinner was held on Friday 28th March 2025 at Trump Turnberry Hotel, with just under 500 attendees on the night.

Sponsors included Developing the Young Workforce Ayrshire (Principal Sponsor), McKinstry Company (Secondary Sponsor), Advertising Works (Booklet Design Sponsor), The Print Room, Part of The Solutions on Demand Group (Booklet Print Sponsor) Blowin Free (Table Gift Sponsor), Arran Daries (Dessert Sponsor) and Renaldo's (Table Gift Sponsor)

The evening was hosted by Robbie Duncan and featured guest speaker Judy Murray OBE. The Business Excellence Award was presented to Donnini Apartments.

Feedback and social media coverage from the night summed up a fantastic event.



External Projects

Developing the Young Workforce

Ayrshire Chamber continue to host the Regional Group for Developing the Young Workforce. One of 20 groups set up across Scotland to link young people with the world of work to reduce youth unemployment. Our in house DYW Regional Team continue to deliver a programme of events and support for employers under Scottish Government funding.

Nationally DYW turned 10 in January 2025 and online campaigns were supported across the network. DYW Ayrshire were delighted to sponsor the Chamber's Annual Dinner at Turnberry in March 2025, this provided an excellent opportunity to showcase the achievements of DYW over the past decade and speak directly to the 500 business people in attendance. .

DYW Innovative Projects

Developing the Young Workforce: Investing in Ayrshire's Future.

The Developing the Young Workforce – Ayrshire Innovative Project Fund continues to recognise the importance of equipping young people with the skills and qualifications they need to succeed in the workplace. This year DYW had a focus on supporting the sustainability of the previously funded projects, in particular those within schools. Sustainability funding focused on 3 key areas:

- Upskilling teaching staff to further develop skills and knowledge in Barista, Hair & Beauty and Bicycle Maintenance
- Upgrading equipment
- Investment in additional equipment to further enhance in school delivery

This approach has been well received by schools and forms part of a wider sustainability strategy that will be further developed in 2025-2026.

Funding was also awarded to a small number of new projects including:

- Invergarven School- Barista
- Kilwinning Academy- Nail Bar
- Lockhart School- Retail Project
- Lockhart School- Domestic Cleaning Project

DYW Leadership Lunch

On Thursday 3rd October 2024, DYW Ayrshire welcomed 104 guests to the Lochside House Hotel for an inspiring afternoon and a first of its kind event to shape part of the Ayrshire Business Week programme.

The "Audience With" brought together an audience of businesses who are committed to shaping and supporting the next wave of leadership. Featuring a diverse line up of guest speakers who have walked the path of success, each leader shared stories from their journey—both the highs and the challenges they faced along the way.

The event, forming part of the Ayrshire Business Week programme, welcomed apprentices, employers, employees and pupils of the senior phase to follow the inspiring journeys.

Featuring a panel of local entrepreneurs and leaders, Angela Cox (Ayrshire College), Derek Pierce (J&D Pierce), Linda Johnstone (Auchrannie Resort) and Billy Bowie (Billy Bowie Ltd) shared their journeys including the successes and the struggles. Each leader highlighted the importance of following your dreams to feel happy and successful.

-Angela Cox, Principal & Chief Executive of Ayrshire College, shared her journey from studying Beauty Therapy Sciences to nearly 30 years in further and higher education. Angela spoke passionately about her commitment to transforming lives through education, despite starting her career without a clear path.

-Derek Pierce, Managing Director of J&D Pierce Contracts, took us through the company's growth and the challenges faced, including the 2008 recession and the pandemic. He emphasised resilience during tough times, noting the company now employs over 500 staff, including 56 apprentices, with an impressive £165/170M turnover.

-Linda Johnstone, Co-founder & Executive Chairperson of Auchrannie Resort, began her hospitality career at 14 and opened Auchrannie in 1988 with no business experience. Last year, the resort hosted over 47,000 guests—and 3,017 dogs.

-Billy Bowie, from Billy Bowie Special Projects Ltd, joined our Q&A session and gave insight into his business journey, which started with one truck in 1991 and has grown into a major operation with a larger HQ, awards, and exciting future plans.

Guests enjoyed a delicious lunch and dessert between the speeches before ending the day with a Q&A.

Empowering young people provides not only inspiration, but builds resilience, confidence and gives guidance to our leaders of the future. Through stories told at this event, we continue to encourage employers to engage with our local young people and encourage them to dream bigger, work harder, and believe in their potential.

2025 Information Evenings

Early 2025 saw the return of the annual Information Evenings in partnership with DYW Ayrshire and South, East and North Ayrshire Councils. These were open to all in the authority including young people, parents/carers and educators to find out about the many different career opportunities there are available locally.

In its 3rd year, South Ayrshire Futures took place on Wednesday 5th February from 5-7.30pm at Ayr Racecourse. The first section of the event was specifically open for those facing barriers into employment. The remainder of the event was open to all and welcomed over 600 attendees to meet with 51 employers. This is a decrease from 2024 which welcomed over 900 attendees and 53 employers.

One person wrote: "I want to express my thanks to all the staff on the different stands. ALL the staff that were out chatting with my 14year old were engaging, interested, helpful and gave great recommendations. Not one business didn't do themselves proud. I was really impressed with some the businesses in the Shire."

Pathways to Careers

In its 2nd year, Pathways to Careers (East) took place on Wednesday 19th February from 5-7.30pm at Ayrshire College Kilmarnock. The first section of the event was specifically open for those facing barriers into employment. The remainder of the event was open to all and welcomed over 450 attendees to meet with 52 employers. In 2024 the event welcomed over 300 attendees and 59 employers. A parent left feedback stating: "I wanted to know more about the choices my son could have. He will be going into 4th year in May and I will definitely come back to future events."

Your Next Move

In its 3rd year, Your Next Move (North) took place on Wednesday 5th March from 5-7.30pm at Ayrshire College Kilwinning. The first section of the event was specifically open for those facing barriers into employment. The remainder of the event was open to all and welcomed over 800 attendees to meet with 45 employers. This was an increase from 2024 that welcomed over 600 and 47 employers.

A parent commented, "We were very worried about my son's future, and we have left feeling optimistic. All the stands were very helpful and friendly."

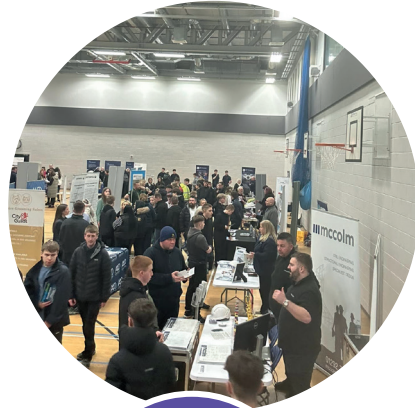
Chamber Education Team

Ayrshire Chamber continue to receive funding from North and South Councils to support schools with school employer engagement and the work placement programme.

Engaging Employers in Education

The Ayrshire Chamber Education Team has facilitated a total number of 1102 employer links (588 links in 23/24). This involved working with a total number of 156 unique employers (164 in 23/24), reaching a total number of 15,639 unique young people (11436 in 23/24).

There was a focus on Travel and Tourism links throughout the year which involved 5 different employers offering various opportunities. Craig taro, Prestwick Airport and Royal Troon had several pupils and schools take part in site visits where they had a tour of the facility and got an overview of different job opportunities available in the sector and Visit Arran and Scotrail delivered exciting virtual sessions which were informative and interesting. All sessions were well received by schools, and most will be running again in the 2025-2026 session.



1102

Employer Links

156

Employers

15,639

Young People

Work Experience

The system used to record work placement data switched over in August 2024 to a new version. This change has impacted the way the team are able to record statistics previously given. From a manual count the Work Experience team have sourced an approx. 583 work placements (1109 in 23/24), booked a total number of 679 placements (396 in 23/24) and carried out a total number of 137 H&S checks (144 in 23/24).

HT Mentoring Pilot

Over the last two years Ayrshire Chamber have implemented a Head teacher mentoring pilot with South Ayrshire Councils Education Department. Its focus has been on leadership skills, recognising that the business mentors we have in the Chamber can help fill a gap in their current development programs while also bringing the support value a mentor provides to those under pressure. The pilot programme has been running for two years, has had 12 head teachers engaged, and is tailored by the mentor to meet the personal development needs of the mentee. This has been well received, to the extent we are discussing how to make this into an effective tool for Ayrshire education.

Beyond the partnership from South Ayrshire Education, we truly appreciate the way Ayrshire chamber mentors have stepped up with great enthusiasm and skill to enable us to make the positive impact we have so far. It has made a real difference. We would like to thank Gordon Cunningham, Chamber Business Mentor for leading on this programme.

137

H&S Checks

679

Booked

583

Placements

Ayrshire Apprenticeship Challenge

The Ayrshire Apprenticeship Challenge 2025, sponsored by Skills Development Scotland, culminated in an exciting final on Tuesday, 4th March 2025, at the Ayr United Hospitality Suite, coinciding with Scottish Apprenticeship Week.

The event celebrated months of commitment and hard work, dedicated by apprentices from businesses across Ayrshire where they identify, plan, and execute a project that positively impacts the local community. The Challenge is open to teams of 1 or more, providing a platform to showcase their talents and develop their skillset. 8 teams of apprentices participated in the Challenge, representing: Alex Begg, Ayrshire College Hairdressing, Collins Aerospace, GSK, Kelvin TOP-SET, Shire Housing, South Ayrshire Council and Spirit AeroSystems. There were 3 teams in 2023-2024.

Apprentices were encouraged to source their project and step out with their comfort zone to hone new skills. Initiatives included:

Alex Begg – The team improved a garden for Aberlour Children's Charity, fundraising and developing outdoor spaces for children.

GSK – Organised a STEM Week for local schools, offering hands-on activities and career insights, plus an information session for parents.

Kelvin Topset – Logan created a web-based quiz to educate children on plastic pollution, integrating real data from a local clean-up group.

Shire Housing – Amy raised funds for Alloway Tunnel improvements by organising a sponsored walk, increasing footfall and community engagement.

Spirit AeroSystems – Built a memorial bench and mobile memory tree for Megan's Space charity, supporting mental health and remembrance initiatives.

Ayrshire College – Hairdressing apprentices provided free salon experiences including a lunch for families in need while fundraising for essential resources for a nursery.

South Ayrshire Council – Painted a drop-in hub for adults with additional needs by designing and painting welcoming murals and walls.

Collins Aerospace – Ran a five-week Skills Workshop for S3 pupils, mentoring them through hands-on engineering activities and career guidance.

To support participants, optional workshops in Leadership, Resilience and Presentation Skills ran by Ayrshire College were offered to all participants equipping them with valuable professional development opportunities.



Teams were required to submit a supporting portfolio and then at the final present to the judging panel which featured: Angela Cox, Principal and Chief Executive of Ayrshire College, Claire Baird, Chief Executive of Ayrshire Chamber of Commerce and Claire Tooze, Area Manager of Skills Development Scotland.

With an impressive lineup of projects, the judges faced a tough decision but after much deliberation presented the awards to:

Most Innovative Project: Kelvin TOP-SET

Best Individual Presentation: Kelvin TOP-SET

Best Team Presentation: Collins Aerospace

Best Overall Project: Alex Begg

**AYRSHIRE
APPRENTICESHIP
CHALLENGE**

Management & Staff

The Directors are delighted to present the 2024-2025 Annual report and would like to take this opportunity to formally thank each team member for their work that contributes to the success of the Chamber throughout the year.

This year saw many changes being implemented bringing new ways of working, the team have adapted and embraced these changes while continuing to provide a high quality of service to the members. The Board wishes to record its appreciation of the team's hard work during the year.

Conclusion

The financial year end saw delivery of another successful year for the Chamber. We continue to work on the behalf of our members and provide benefits and services that help protect and support them to grow. We continually strive for more effective ways of working for the benefit of our membership, seek opportunities to expand our offering and we look forward to the year ahead.

On behalf of the Board of Directors

Craig Johnstone
President

Claire Baird
Chief Executive



Meet your Directors



Craig Johnstone

CEO & Founder at Giglets Education
President Ayrshire Chamber of Commerce

Craig is the CEO and Founder of the award-winning EdTech company, Giglets Education, which has recently rebranded to ILT Education UK. His entrepreneurial journey began in Ayrshire at Loudoun Academy, where he participated in the Young Enterprise Scotland Company Programme, leading to the creation of Giglets.

At just 18, Craig became the Chamber's youngest member. He later attended the University of Strathclyde, earning an Honours degree in International Business with Marketing. In 2011, he founded Giglets Education, which supports over 120,000 pupils and teachers with its engaging platform of curriculum-aligned online literacy resources and multilingual texts.

In March 2022, Giglets was acquired by the Swedish EdTech firm ILT Education in a multi-million-pound private equity-backed deal. ILT currently supports over 5 million children across seven countries. Craig continues to lead the UK and US operations of the business and joined the company's Global Leadership Team in August 2024.

In addition to his role at ILT, Craig holds equity investments in several ventures, including Ayrshire-based Connekt EV, where he proudly serves as a Non-Executive Director.

Craig, 36, resides in Ayr with his wife Pamela and their 2 year-old daughter Florence. He has been a Director at the Ayrshire Chamber of Commerce since 2018, serving as Vice President from September 2022 and becoming President in September 2024.

Since 2012, Craig has been a Charity Ambassador for Young Enterprise Scotland. He also dedicated more than 20 years to the RAF Air Cadets, including seven years as Officer Commanding at 327 (Kilmarnock) Squadron before retiring in June 2023 as Flight Lieutenant Ret'd.



Steven Easton

Director Easton Group, Co-founder & Chairman Green Home Systems
Vice-President Ayrshire Chamber of Commerce

Steven Easton is a director of Easton Group a family-owned property and investments business that is headquartered in Ayrshire and operates throughout Scotland. Its activities include residential housing, commercial property, and private equity investments.

Steven is also a Co-founder and Chairman of Green Home Systems, an energy efficiency specialist that installs thermal insulation and renewable energy systems in housing, helping families to lower energy costs while reducing greenhouse gas emissions.

Ayrshire Chamber of Commerce Board



David Christian

Director ClearSight Strategies Ltd
Board Director Ayrshire Chamber of Commerce

David is the founder of ClearSight Strategies Ltd, a consultancy with the clear purpose of helping Scotland's entrepreneurs and business owners grow already successful businesses into thriving scalable and sustainable businesses, helping to create employment and wealth for the Scottish economy.

David has over 30 years' experience in strategic management, sales and customer service roles, gaining his experience in managerial roles in Scotland, London, and the Middle East. He worked in the fascinating world of franchising for 5 years, until his own entrepreneurial passion hit, launching his own business in 2011. He commented "It was a real eye opener, I experienced for the first time just how difficult it was to be a solo entrepreneur. I made many mistakes, along with some successes and I learned more in a very short time than I had in my many years in the corporate world".

Most recently David designed and delivered the West Coast Accelerator programme on behalf of the Hunter Foundation. He has helped over 200 business owners and entrepreneurs realise their dreams and ambitions to create sustainable and profitable businesses. Even with the very difficult trading conditions in recent years, over 90% of these businesses continue to thrive today.



Fiona Mckenzie OBE

Founder and Director of Development Centrestage
Board Director Ayrshire Chamber of Commerce

After 20 years, Fiona left secondary school teaching to co-found CentreStage in 2006, building the original theatre in Kilmarnock without public or grant funding.

CentreStage's vision for a society where everyone can realise their potential, regardless of circumstance, is being driven through development of the CentreStage Village, Scotland's largest community-led asset transfer to date, creating a cultural, social and community destination at the regenerated 1.8 hectare site of the former Kilmarnock Academy.

Fiona is an Entrepreneurial Founder at the Hunter Centre for Entrepreneurship at Strathclyde Business School and was awarded the Honorary Degree of Doctor of Letters from Caledonian University in 2019 before receiving the OBE in the King's inaugural birthday honours in 2023.

Ayrshire Chamber of Commerce Board



Iain Forbes

Finance Director at Ashleigh (Scotland) Limited
Board Director Ayrshire Chamber of Commerce

Iain Forbes is a seasoned finance professional with over 30 years of experience in the construction industry. As the Finance Director of Ashleigh (Scotland) Limited, he brings a wealth of knowledge and expertise to the organisation.

Throughout his career, Iain has demonstrated a strong track record of success in managing financial operations, developing and implementing financial strategies, and maximising returns for stakeholders.

In addition to his role at Ashleigh (Scotland) Limited, Iain also serves as a Board Member, leveraging his experience and insights to provide valuable contributions and guidance to the organisation.

Ashleigh's main offices are based in Prestwick and Dumfries and their operations generally cover South West and Central Scotland. With this local connection Iain is keen to see the business community of Ayrshire thrive and hopes to be able to give something back in his time with The Ayrshire Chamber.

Iain lives in Ayr with his family and enjoys Golf and Tennis in his spare time.



Martin D. Murphy

Managing Director SCMG
Board Director Ayrshire Chamber of Commerce

He has over 25 years' experience providing advice and support to corporate and SME businesses on supply chain, procurement and contract management issues across the private and public sector at all stages of the business lifecycle,

He is the Managing Director of SCMG, a consultancy business, and has managed and worked on projects in 24 different countries,

He is interested in how the Chamber can support Ayrshire businesses and organisations to capture more local spend and win more business across the UK and further afield,

Martin has a degree in Mechanical Engineering and an MBA.

Ayrshire Chamber of Commerce Board



Richard Longmuir

Creative Director Launch Digital Ltd
Board Director Ayrshire Chamber of Commerce

Richard has been a Creative Director at Launch for over 8 years and is a graduate from Glasgow Caledonian University in 2010 with a BA(hons) degree in Graphic Design for Digital Media. In 2020 Richard was named one of the GCU Heroes receiving the Alumni of the Year Award and has since returned to teach the Design for Change module on the Digital Design course part-time.

Richard has a real passion for helping local businesses promoting their services and products in the UK and abroad. He has worked closely with the Ayrshire Chamber and DYW Ayrshire on many projects and through Launch is a member of Ayrshire, Glasgow and London Chamber's of Commerce. Richard also works closely with the Scottish Chamber's of Commerce and has previously won the British Chamber's of Commerce Regional Family Business of the Year award.

Richard is also passionate about giving back to the community and encourages Launch to take on work with local charities who need help with marketing as well as giving back as a student mentor at GCU. This led to Richard taking up a part-time lecturing role and is heavily involved in the alumni relations at GCU. Richard continues his own personal development becoming a member of the Chartered Institute of Marketing and Chartered Society of Designers.

Away from work Richard is an avid golfer and an enthusiastic football and rugby fan. He enjoys travelling, playing his acoustic guitar, gaming and drawing both landscapes and portraits.



Peter Telfer

Managing Director Urquhart Opticians
Board Director Ayrshire Chamber of Commerce

Peter is Managing Director at Urquhart Opticians. A graduate of Strathclyde Business School with First Class Honours, he has had a variety of Sales & Marketing roles before taking over Urquharts with long-time friend Alistair Duff

Peter is responsible for all non-Clinical areas of the business and particularly enjoys the Financial Management and Marketing aspects of the business. He is a Board Member of the Ayrshire Chamber of Commerce, a member of Entrepreneurial Scotland and plays an active role in a number of the local business associations, including the Chair of Kilmarnock Business Association.

Away from work, Peter has two young daughters, Katy and Chloe, and enjoys going to the football on a Saturday afternoon. He also has a passion for reading and one of his favourite quotes is:

"You don't always have to see the whole staircase, just make the first step."

Ayrshire Chamber of Commerce Board



Robert Fergusson

Managing Partner William Duncan Accountants
Board Director Ayrshire Chamber of Commerce

As Managing Partner at William Duncan Accountants, Robert Fergusson's passion lies in helping clients know their purpose so that they can achieve their life and business goals. During his many years at the helm he has grown the business and position it as one of the most digitally advanced, progressive advisory practices in the country.

His advocacy for the use of Cloud and AI technology in accountancy is rooted in his belief that these tools can significantly improve the efficiency and accuracy of quality, up-to-the-minute data for businesses and individuals. His contribution to the digital advancement of William Duncan Accountants is a testament to this vision.

When he's not in the office or assisting clients with their financial journeys, Robert is an avid supporter of the Ayr Rugby Club. As someone who finds great fulfilment in his profession, Robert's dream is that the next generation will also find the same enjoyment and sense of purpose in this field.



Aimee Doole

People, Brand & Culture Director Booth Welsh
Board Director Ayrshire Chamber of Commerce

Born and bred in Ayrshire, Aimee has a strong personal and professional connection to the area. Joining the Chamber allows her to leverage this knowledge and passion to support the local business community. Her current role is People, Brand & Culture Director at Booth Welsh, a business which has recently transitioned to employee ownership and is committed to community wealth building and supporting local initiatives, making Chamber involvement a natural fit.

She believes in collaboration over competition and views the Chamber as a platform to champion regional growth and sustainability. With extensive global experience in branding, marketing, and strategic leadership, she brings a fresh, forward-thinking perspective, blending international insights with a strong local perspective.

As a younger female leader, Aimee is keen to add to the board's diversity and ensure it reflects the varied needs of the community. Joining the board represents not only an opportunity for personal growth but also a chance to make a meaningful contribution to the Chamber's vision and objectives.

Ayrshire Chamber of Commerce Board



Angela Cox

Principal and Chief Executive Ayrshire College
Board Director Ayrshire Chamber of Commerce

Angela Cox is the Principal & CEO of Ayrshire College with over 26 years of experience in the tertiary sector in Scotland and England.

Angela started her career in the Leisure & Tourism Sector after studying an HND at the then College of Commerce of Glasgow. Angela went on to achieve a BA Hons Degree in Post Compulsory Education, a Post Graduate Leadership Certificate and a Masters in Business Administration. With a passion for providing life changing opportunities through education and equipping people with the skills and knowledge to be engaged global citizens, Angela is committed to creating a fairer and more inclusive society.

She has held a number of senior leadership roles which have included responsibility for the development of industry led programmes and organisational development and has led a number of large and small scale innovation projects which enabled the transformation of the organisations she has led and key partners. In previous roles Angela has been instrumental in developing and leading economic and growth deal projects in skills and innovation.

Angela is currently a board member of Interface, an organisation that connects industry with academia, College Development Network, the Kilmarnock Town Centre Regeneration Board and Ayrshire Chamber of Commerce.



Iain Greer

Director Monarch Financial Services
Board Director Ayrshire Chamber of Commerce

Iain Greer is the Director of the Monarch Group which includes Monarch Financial Services, Monarch Wealth, Monarch Commercial Properties and Complete Financing.

His businesses are based primarily in Ayrshire and cover all the UK. Iain has been involved in the Financial Services and Property sectors since 2005 and he is proud to have his businesses as multi award winning in their fields.

Iain is proud of his charity work and community projects specifically around Children's cancer charities and the Killie Community having taken up a position on the Board of Trustees to help with the growth of the charity.

As a father of two young daughters, he doesn't get much spare time however is known to frequent some of Ayrshire's golf courses!

Report of the Directors
and Financial Statements
for the Year Ended 31 March 2025

for

THE AYRSHIRE CHAMBER OF COMMERCE AND INDUSTRY

Contents of the Financial Statements
for the Year Ended 31 March 2025

THE AYRSHIRE CHAMBER OF COMMERCE AND INDUSTRY

Company Information for the Year Ended 31 March 2025

DIRECTORS:	Craig Johnstone – President Peter Telfer Steven Easton – Vice President Robert Fergusson – Treasurer Iain Forbes Richard Longmuir David Christian Martin Murphy Iain Greer (Appointed 2 September 2024) Aimee Doole (Appointed 2 September 2024) Angela Cox (Appointed 2 September 2024)
COMPANY NUMBER:	SC119 99
REGISTERED OFFICE:	The Mezzanine Glasgow Prestwick International Airport Prestwick Ayrshire KA9 2PL
AUDITORS:	Rogerson & Goldie 29 Portland Road Kilmarnock East Ayrshire KA1 2BY

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 MARCH 2025

The directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) including FRS102. Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The directors present their annual report and financial statements for the year ended 31 March 2025.

Directors

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Alison Sommerville	(Resigned 26 September 2024)
Craig Johnstone - President	
Fiona McKenzie	(Resigned 21 June 2025)
Peter Telfer	
Steven Easton - Vice President	
Robert Fergusson - Treasurer	
Iain Forbes	
Richard Longmuir	
David Christian	
Martin Murphy	
Iain Greer	(Appointed 26 September 2024)
Aimee Doole	(Appointed 26 September 2024)
Angela Cox	(Appointed 26 September 2024)

Statement of disclosure to auditor

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

Small companies exemption

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

On behalf of the board

Craig Johnstone - President

Director

12 September 2025

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

Opinion

We have audited the financial statements of The Ayrshire Chamber of Commerce & Industry (the 'company') for the year ended 31 March 2025 which comprise the profit and loss account, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2025 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
 - the directors' report has been prepared in accordance with applicable legal requirements.
-

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY (CONTINUED)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of directors

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY (CONTINUED)

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud.

In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or noncompliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the company that were contrary to these laws and regulations, including fraud.

We focused on laws and regulations that could give rise to a material misstatement in the financial statements.

We made enquiries of management with regards to compliance with laws and regulations.

We completed a sample of branch audit reviews with a focus on the income, expenditure and cash balances throughout the period to ensure that activities were supported and in line with company rules and practices.

Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

We did not identify any key audit matters relating to irregularities, including fraud. As in all of our audits, we also addressed the risk of management override of internal controls including testing journals and evaluation whether there was evidence of bias that represented a risk of material misstatement due to fraud.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY (CONTINUED)

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Bryan Swan (Senior Statutory Auditor)

For and on behalf of Rogerson & Goldie, Statutory Auditor

Chartered Accountants

29 Portland Road

Kilmarnock

East Ayrshire

KA1 2BY

12 September 2025

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Turnover		1,589,858	1,492,292
Cost of sales		(864,280)	(779,615)
Gross profit		725,578	712,677
Administrative expenses		(650,073)	(689,618)
Other operating income		-	1,750
Operating profit		75,505	24,809
Interest receivable and similar income		34,907	25,834
Profit before taxation		110,412	50,643
Tax on profit	4	(27,745)	(6,760)
Profit for the financial year		82,667	43,883

The profit and loss account has been prepared on the basis that all operations are continuing operations.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	5		16,798		25,348
Current assets					
Debtors	6	135,454		141,431	
Cash at bank and in hand		980,968		881,183	
		<u>1,116,422</u>		<u>1,022,614</u>	
Creditors: amounts falling due within one year	7	<u>(275,667)</u>		<u>(273,076)</u>	
Net current assets			840,755		749,538
Net assets			<u>857,553</u>		<u>774,886</u>
Capital and reserves					
Called up share capital			-		-
Profit and loss reserves			857,553		774,886
Total equity			<u>857,553</u>		<u>774,886</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the board of directors and authorised for issue on 12 September 2025 and are signed on its behalf by:

Craig Johnstone - President
Director

Company registration number SC119799 (Scotland)

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Company information

The Ayrshire Chamber of Commerce & Industry is a private company limited by shares incorporated in Scotland. The registered office is The Mezzanine, Glasgow Prestwick International Airport, Prestwick, Ayrshire, KA9 2PL.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006 as applicable to companies subject to the small companies regime. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The directors expect the company to continue to trade for at least the next 12 months from the date of approval of these accounts and therefore they consider the going concern basis of preparation to be appropriate.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Turnover

Revenue comprises sales of goods or services provided to customers net of value added tax and other sales taxes, less an appropriate deduction for actual and expected returns and discounts. Revenue is recognised when performance obligations are satisfied and the control of goods or services is transferred to the buyer. Where the performance obligation is satisfied over time, revenue is recognised in accordance with its progress towards complete satisfaction of that performance obligation.

When cash inflows are deferred and represent a financing arrangement, the promised consideration is adjusted for the effects of the time value of money, which is recognised as interest income.

The company recognises revenue from the following major sources:

- Operation of a chamber of commerce

The nature, timing of satisfaction of performance obligations and significant payment terms of the company's major sources of revenue are as follows:

Operation of a chamber of commerce

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have passed to the buyer (usually on dispatch of the goods), the amount of revenue can be measured reliably, it is probable that the economic benefits associated with the transaction will flow to the entity and the costs incurred or to be incurred in respect of the transaction can be measured reliably.

Revenue from contracts for the provision of professional services is recognised by reference to the stage of completion when the stage of completion, costs incurred and costs to complete can be estimated reliably. The stage of completion is calculated by comparing costs incurred, mainly in relation to contractual hourly staff rates and materials, as a proportion of total costs. Where the outcome cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.3 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	25% on cost
Office fixtures and equipment	25% on cost
Computers	33% on cost
Database	25% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

1.4 Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.5 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.6 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.7 Equity instruments

Equity instruments issued by the company are recorded at the proceeds received, net of transaction costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the company.

1.8 Taxation

The tax expense represents the sum of the tax currently payable and deferred tax.

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the profit and loss account because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The company's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Such assets and liabilities are not recognised if the timing difference arises from goodwill or from the initial recognition of other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each reporting end date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered. Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised. Deferred tax is charged or credited in the profit and loss account, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity. Deferred tax assets and liabilities are offset when the company has a legally enforceable right to offset current tax assets and liabilities and the deferred tax assets and liabilities relate to taxes levied by the same tax authority.

1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

1.12 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Employees

The average monthly number of persons (including directors) employed by the company during the year was:

	2025 Number	2024 Number
Total	16	17

4 Taxation

	2025 £	2024 £
Current tax		
UK corporation tax on profits for the current period	27,745	7,255
Adjustments in respect of prior periods	-	(495)
Total current tax	27,745	6,760

The actual charge for the year can be reconciled to the expected charge for the year based on the profit or loss and the standard rate of tax as follows:

	2025 £	2024 £
Profit before taxation	110,412	50,643
Expected tax charge based on the standard rate of corporation tax in the UK of 23.34% (2024: 19.00%)	25,770	9,622
Adjustments in respect of prior years	-	(3,202)
Permanent capital allowances in excess of depreciation	1,975	340
Taxation charge for the year	27,745	6,760

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 April 2024	92,634
Additions	2,400
Disposals	(13,096)
At 31 March 2025	81,938
Depreciation and impairment	
At 1 April 2024	67,286
Depreciation charged in the year	9,291
Eliminated in respect of disposals	(11,437)
At 31 March 2025	65,140
Carrying amount	
At 31 March 2025	16,798
At 31 March 2024	25,348

6 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	106,700	93,761
Other debtors	28,754	47,670
	135,454	141,431

7 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	39,443	46,329
Corporation tax	35,000	7,255
Other taxation and social security	7,312	28,731
Other creditors	193,912	190,761
	275,667	273,076

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Related party transactions

Remuneration of key management personnel

	2025	2024
	£	£
Aggregate compensation	151,616	150,383

Transactions with related parties

The company provides/receives services to entities in which certain directors have an interest. The board of directors consider that disclosure of such transactions, which are undertaken on normal commercial terms, would not influence the decisions made by the users of the financial statements.

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

DETAILED PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2025 £	2024 £	2024 £
Turnover				
Subscriptions		242,877		196,092
Events		144,401		101,873
Chamber services - members		223,167		233,004
Other income		979,413		961,323
		1,589,858		1,492,292
Cost of sales				
<i>Purchases and other direct costs</i>				
Subscriptions	71,362		37,865	
Events	101,270		66,791	
Chamber services - members	61,366		62,197	
Other direct costs	630,282		612,762	
Total purchases and other direct costs	864,280		779,615	
Total cost of sales		(864,280)		(779,615)
Gross profit	45.64%	725,578	47.76%	712,677
Other operating income				
Government grants receivable and released		-		1,750
Administrative expenses				
Wages and salaries	424,357		461,887	
Social security costs	37,123		37,976	
Staff training	3,131		3,933	
Pension costs	21,440		23,314	
Healthcare	4,896		4,978	
Rent and rates	34,235		33,569	
Power, light and heat	2,885		5,269	
Property repairs and maintenance	3,142		8,241	
Computer running costs	25,421		21,453	
Travelling expenses	8,265		10,149	
Legal and professional fees	27,801		13,938	
Audit fees	2,690		2,500	
Bank charges	5,685		5,352	
Bad and doubtful debts	(2,026)		2,525	
Insurances	9,612		9,039	
Printing, stationery and advertising	19,228		23,320	
Telecommunications	4,027		5,079	
Sundry expenses	7,212		8,588	
Depreciation	9,291		8,508	
Profit or loss on sale of tangible assets (non exceptional)	1,658		-	
		(650,073)		(689,618)

THE AYRSHIRE CHAMBER OF COMMERCE & INDUSTRY

DETAILED PROFIT AND LOSS ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2025 £	2024 £	2024 £
Operating profit		75,505		24,809
Interest receivable and similar income				
Bank interest received	34,907		25,834	
		34,907		25,834
Profit before taxation	6.94%	110,412	3.39%	50,643



Ayrshire Chamber of Commerce

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Registered in Scotland:

Company No. 119799

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