05/06/2017

Gordon Lindhurst
Convenor
Economy, Jobs & Fair Work Committee
Scottish Parliament
Edinburgh
EH99 1SP

Dear Gordon,

Following the session on May 2nd, I am pleased to provide supplementary information on:

- examples of women-led businesses supported by the Scottish Investment Bank (SIB);
- the new inclusive growth measure included in our 2017-18 Business Plan.

Examples of Scottish Investment Bank support for women-led business

Operating across Scotland, SIB aims to increase the supply of finance into Scottish businesses and to help companies become investment ready accessing capital that is critical to their growth.

Examples of women-led businesses supported through SIB include:

- **TCBiopharm** (Motherwell) - a clinical development company with a cell-based product pipeline capable of treating a variety of disorders including cancer and severe viral infections;

- **Elasmogen** (Aberdeen) - a drug development company which is progressing sight-saving therapies for inflammatory eye disease. It is developing soloMER™s (an antibody-like molecule derived from shark species) for the treatment of auto-immune mediated, inflammatory diseases;

- **Findra** (Innerleithen) - creator of performance driven bike and outdoor wear for women;

- **Appointedd** (Edinburgh) - developers of powerful online booking software which allows businesses to take online bookings, on any platform, in any timezone;

- **PickProtection** (Glasgow) - developers of The Personal Guardian, a new personal attack alarm that is paired with the users smart phone GPS. Upon activation The
Personal Guardian through the smart phone will be connected to an Alarm Receiving Centre;

- **ClearReturns** (Glasgow) - developers of a suite of software products and related analytical tools to help on-line and 'bricks and clicks' retailers with tackling the issue of returns / refunds which are having a significant impact on profitability.

**Business Plan Inclusive Growth Measure**

Reflecting Scottish Enterprise's commitment to inclusive, sustainable, economic growth we have developed a new measure in our Business Plan for 2017-18 which is solely focused on fair and progressive workplace practices. I will share this with the Committee when it is published.

The new measure seeks to bring clear focus to the importance of fair and progressive work practices and Scottish Enterprise's support for companies to help us deliver against this measure will include:

- Programmes such as Workplace Innovation Engagement;
- Support to develop collaborative and employee ownership business models through Co-operative Development Scotland (CDS);
- Scot Grad and development of Invest in Youth policies;
- 1:1 input from Workplace Innovation Specialist or CDS Specialist.

The Committee might also be interested to note that we are producing an updated data and insights report on the Gender Pay Gap in Scotland which draws upon latest data and other available research. We hope to publish this, and I would be pleased to share this with the Committee as soon as I can.

Thank you again for the opportunity to provide evidence to the Committee on this important Inquiry. I look forward reading the final report in due course.

Yours sincerely

Linda Murray  
Head of Strategy  
Scottish Enterprise