|            |                     |                   | Details of   |                 |                                |  |                           |  |                     |   |
|------------|---------------------|-------------------|--|-----------------|--------------------------------|--|---------------------------|--|---------------------|---|
| Date       | Employee Name       | Employee Position | Gift / Hospitality (G/H) & Interest                          | G/H or Interest | Estimated Value                | From<br>(Organisation offering)                  | Exceptional Circumstances | Any other Organisation involved            | Accepted / declined | Comments                                      |
|            |                     |                   | FF Junners wife is a junior partner                          |                 |                                |  |                           |  |                     |   |
|            |                     |                   | for Miller Samuel Hill Brown who                             |                 | Data retained by               | Miller Samuel Hill Brown                         |                           | Miller Samuel Hill Brown                   |                     |   |
| 06/07/2022 | Graeme Junner       | FF                | SFRS trade with  | Interest        | Compliance                     | Solicitors                                       | N/A                       | Solicitors                                 | N/A                 | Identified within NFI exercise                |
| 14/07/2022 | Erik Stout          | RWMB              | Carry out ad-hoc work on fire appliances                     | Interest        | Data retained by<br>Compliance | Robertsons Orkney Ltd                            | N/A                       | Robertsons Orkney Ltd                      | N/A                 |   |
|            |                     |                   |  |                 |                                |  |                           |  |                     |   |
|            |                     |                   | Wife is CEO of Business Stream                               |                 | Data retained by               |  |                           |  |                     |   |
| 22/07/2022 | Gregor Dow          | WC                | who provide a service to SFRS                                | Interest        | Compliance                     | Business Stream                                  | N/A                       | Business Stream                            | N/A                 | Identified within NFI exercise                |
|            |                     |                   | Appointed Trustee of the SFRS                                |                 | Data retained by               | SFRS Family Support Trust                        |                           | SFRS Family Support Trust                  |                     |   |
| 25/07/2022 | Leanne Stewart      | Support Staff     | Family Support Trust Board                                   | Interest        | Compliance                     | Board  | N/A                       | Board                                      | N/A                 |   |
|            |                     |                   |  |                 |                                |  |                           |  |                     |   |
|            |                     |                   | Director of the Scottish Community Safety Network Board      |                 | Data retained by               | Scottish Community Safety                        |                           | Scottish Community Safety                  |                     |   |
| 29/07/2022 | Cathy Barlow        | Support Staff     | who SFRS have membership with                                | Interest        | Compliance                     | Network Board                                    | N/A                       | Network Board                              | N/A                 | Identified within NFI exercise                |
|            | , , , , ,           | 21,17             | Attendance at a 3 day residential                            |                 |                                |  | ·                         | Scottish Government –                      | ,                   |   |
|            |                     |                   | leadership development academy                               |                 |                                |  |                           | Scottish Leaders Forum.                    |                     |   |
|            |                     |                   | facilitated by Columba 1400 and                              |                 |                                | Scottish Government –<br>Scottish Leaders Forum. |                           | Leadership Academy /                       |                     | To take part in a Leadership Academy          |
| 01/08/2022 | Mark McAteer        | Support Staff     | supported by the Hunter<br>Foundation                        | Hospitality     | £2,800                         | Leadership Academy                               | N/A                       | Columba 1400 / Hunter<br>Foundation        | Accepted            | with other public service leaders in Scotland |
| 01/08/2022 | Wark Wichteel       | Support Starr     | T Gariageon  | Поэрнансу       | 12,000                         | Leadership Academy                               | NA                        | Todiladion                                 | Accepted            | Scotland                                      |
|            |                     |                   | Wife is company director at The                              |                 |                                |  |                           |  |                     |   |
|            |                     |                   | Health & Social Care Alliance                                |                 |                                |  |                           |  |                     |   |
| 02/09/2022 | Ross Thomson        | FF                | Scotland who provide a service to SFRS                       | Interest        | Data retained by<br>Compliance | The Health & Social Care Alliance Scotland       | N/A                       | The Health & Social Care Alliance Scotland | N/A                 | Identified within NFI exercise                |
| 02/08/2022 | KOSS THOMSOM        | rr                | Director of Fair Isle Electricity                            | mieresi         | Data retained by               | Alliance Scotianu                                | N/A                       | Alliance Scotianu                          | IN/A                | identified within NFI exercise                |
| 08/08/2022 | lan Best            | Retained          | Company  | Interest        | Compliance                     | Fair Isle Electricity Company                    | N/A                       | Fair Isle Electricity Company              | N/A                 | Identified within NFI exercise                |
|            |                     |                   | Wife is a Director of Fair Isle                              |                 | Data retained by               |  |                           |  |                     |   |
| 08/08/2022 | lain Stout          | Retained          | Electricity Company Invitation to a Charity Golf Day at      | Interest        | Compliance                     | Fair Isle Electricity Company                    | N/A                       | Fair Isle Electricity Company              | N/A                 | Identified within NFI exercise                |
|            |                     |                   | Sandyhills Golf Club by the                                  |                 |                                |  |                           |  |                     |   |
|            |                     |                   | Scottish Fire Brigades Heritage                              |                 |                                | Scottish Fire Brigades                           |                           | Scottish Fire Brigades                     |                     |   |
| 15/08/2022 | Ross Haggart        | СО                | Trust  | Gift            | £150                           | Heritage Trust                                   | N/A                       | Heritage Trust                             | Declined            |   |
|            |                     |                   |  |                 |                                |  |                           |  |                     |   |
|            |                     |                   | Owner of hotel used to provide accommodation locally to SFRS |                 |                                |  |                           |  |                     |   |
| 17/08/2022 | Andrew MacLean      | Retained          | training staff   | Interest        | No costs identified            | Loch Shiel House Hotel                           | N/A                       | Loch Shiel House Hotel                     | N/A                 |   |
|            |                     |                   | 1  |                 |                                |  |                           |  |                     |   |
|            | - ".                |                   | Works at Broadford Co-op who                                 |                 |                                |  |                           |  |                     |   |
| 01/09/2022 | Russell Armstrong   | Retained          | sell fuel to SFRS vehicles                                   | Interest        | Unknown Data retained by       | Co-operative Group Limited                       | N/A                       | Co-operative Group Limited                 | N/A                 |   |
| 01/09/2022 | David Croy          | Retained          | Director of Raasay House                                     | Interest        | Compliance                     | Raasay House                                     | N/A                       | Raasay House                               | N/A                 |   |
|            | ,                   |                   | Works for Calmac Ferries Ltd who                             |                 |                                |  | ·                         | ,  |                     |   |
|            |                     |                   | provide transport services the                               |                 | Data retained by               |  |                           |  |                     |   |
| 02/09/2022 | Alasdair R MacInnes | Retained          | SFRS may use Wife works for Raasay Distillery                | Interest        | Compliance                     | Calmac Ferries                                   | N/A                       | Calmac Ferries                             | N/A                 |   |
|            |                     |                   | which may provide  |                 | Data retained by               |  |                           |  |                     |   |
| 02/09/2022 | Alasdair R MacInnes | Retained          | accommodation to SFRS  | Interest        | Compliance                     | Raasay House                                     | N/A                       | Raasay House                               | N/A                 |   |
|            |                     |                   |  |                 |                                |  |                           |  |                     |   |
| 02/00/2022 | lohn Maska:-        | Datained          | Operates as Director of garage                               | lataus -t       | Data retained by               | Highland Material tal                            | N1 / A                    | Lighland Material to                       | N1/A                |   |
| 02/09/2022 | John MacKenzie      | Retained          | providing services & MOTs to SFRS                            | Interest        | Compliance                     | Highland Motors Ltd                              | N/A                       | Highland Motors Ltd                        | N/A                 |   |
|            |                     |                   | Appointed Trustee of the SFRS                                |                 | Data retained by               | SFRS Family Support Trust                        |                           | SFRS Family Support Trust                  |                     |   |
| 08/09/2022 | Siobhan Hynes       | Support Staff     | Family Support Trust Board                                   | Interest        | Compliance                     | Board  | N/A                       | Board                                      | N/A                 |   |
|            |                     |                   | Appointed Trustee of the CERC                                |                 | Data ratain - 4 h              | CEDC Family Command Tours                        |                           | CEDC Family Comment Tours                  |                     |   |
| 08/09/2022 | Gillian Buchanan    | Support Staff     | Appointed Trustee of the SFRS Family Support Trust Board     | Interest        | Data retained by<br>Compliance | SFRS Family Support Trust<br>Board               | N/A                       | SFRS Family Support Trust  Board           | N/A                 |   |
| 00,03,2022 | Gillari Bacilarian  | I Support Stair   | I ranning Support Trust Board                                | micrest         | I compliance                   | I Board  | N/A                       | I Bould                                    | I N/A               | I   |

| <u></u>            |                  | T             |   | 1                    |      | T                         |        |                           |          |   |
|--------------------|------------------|---------------|---|----------------------|------|---------------------------|--------|---------------------------|----------|---|
|                    |                  |               | Thank you card with cash  |                      |      |                           |        |                           |          | Management and an habilitation                                      |
| 00/00/2022         | Stephen Reid     | Cupport Staff | delivered to station following HFSV                                 | Gift                 | £100 | Miss Eleanor Leishman     | N/A    | Miss Floaner Leishman     | Assented | Money received on behalf of Fire                                    |
| 08/09/2022         | Stephen Keid     | Support Staff | Invite received for dinner & drinks                                 |                      | £100 | IVIISS Eleanor Leisnman   | N/A    | Miss Eleanor Leishman     | Accepted | Fighters Charity  |
|                    |                  |               | at the Belfry Hotel in Birmingham                                   |                      |      |                           |        |                           |          |   |
|                    |                  |               | during the Emergency Services                                       |                      |      |                           |        |                           |          |   |
| 21/09/2022         | lain Morris      | Support Staff | Show  | Hospitality          | £50  | MSA Safety                | N/A    | MSA Safety                | Declined |   |
| ==, 00, =0==       |                  | Сорронован    |   | ,                    |      |                           | .,,    |                           |          | Networking with Scottish HR peer & to                               |
|                    |                  |               |   |                      |      |                           |        |                           |          | develop an understanding of the                                     |
|                    |                  |               |   |                      |      |                           |        |                           |          | Awards process with a view to                                       |
|                    |                  |               |   |                      |      |                           |        |                           |          | engaging in relation to SFRS HROD                                   |
| 17/10/2022         | Liz Barnes       | SLT           | HR Network Awards dinner  | Hospitality          | £100 | HR Network Scotland       | N/A    | HR Network Scotland       | Accepted | activities  |
|                    |                  |               |   |                      |      |                           |        |                           |          | Networking with Scottish HR peer & to                               |
|                    |                  |               |   |                      |      |                           |        |                           |          | develop an understanding of the                                     |
|                    |                  |               |   |                      |      |                           |        |                           |          | Awards process with a view to                                       |
|                    |                  |               |   |                      |      |                           |        |                           |          | engaging in relation to SFRS HROD                                   |
| 17/10/2022         | Lyndsey Gaja     | Support Staff | HR Network Awards dinner  | Hospitality          | £100 | HR Network Scotland       | N/A    | HR Network Scotland       | Accepted | activities  |
| 24 /40 /2022       | David Familia    | 4.00          | Leadership themed dinner at   | I I a a a ita lita . | 650  | Charren Mantin BT         | N1 / A | D.T.                      | A        |   |
| 31/10/2022         | David Farries    | ACO           | Murrayfield Rugby Stadium   | Hospitality          | £50  | Steven Martin - BT        | N/A    | BT                        | Accepted | <del> </del>  |
|                    |                  |               | Invitation to the Excellence in Fire                                |                      |      |                           |        |                           |          |   |
|                    |                  |               | & Emergency Awards Luncheon &                                       |                      |      |                           |        |                           |          |   |
| 01/11/2022         | Ross Haggart     | СО            | pre-awards Sponsors Dinner  | Hospitality          | £250 | Fire Knowledge Magazine   | N/A    | Fire Knowledge Magazine   | Declined |   |
| 5 = 7 = 27 = 5 = 5 | 100              |               | Invitation to a 40th birthday of a                                  | ,                    |      |                           | ,      |                           |          |   |
|                    |                  |               | fire safety organisation in   |                      |      |                           |        |                           |          |   |
| 10/02/2023         | Ross Haggart     | СО            | Hampshire   | Hospitality          | £200 | CSTA                      | N/A    | CSTA                      | Declined |   |
|                    |                  |               | Annual Pre-LGA Fire Conference                                      |                      |      |                           |        |                           |          |   |
| 20/02/2023         | Ross Haggart     | CO            | dinner  | Hospitality          | £50  | Fire Industry Association | N/A    | Fire Industry Association | Declined |   |
|                    |                  |               | Dart boards and ancillary   |                      |      |                           |        |                           |          |   |
| 22/02/2023         | Aiden McKinnon   | FF            | equipment   | Gift                 | £80  | FF Alan Soutar            | N/A    | N/A                       | Declined |   |
| 10/02/2022         | Lia Dormos       | CLT           | Lunch invitation from Miller  | l locaitalit.        | 670  | Miller Samuel Hill Brown  | NI/A   | Miller Samuel Hill Brown  | Assautad | Event to discuss women in business and their achievement            |
| 10/03/2023         | Liz Barnes       | SLT           | Samuel Hill Brown   | Hospitality          | £70  | Solicitors                | N/A    | Solicitors                | Accepted | Honouring a colleagues memory                                       |
|                    |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        |                           |          | through attendance and fundraising                                  |
| 15/03/2023         | Lukasz Pilch     | FF            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
| 13/03/2023         |                  |               | ,                             | ,                    |      |                           | ,      | 10.7                      |          | Honouring a colleagues memory                                       |
|                    |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        |                           |          | through attendance and fundraising                                  |
| 15/03/2023         | Jamie Wood       | FF            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
|                    |                  |               |   |                      |      |                           |        |                           |          | Honouring a colleagues memory                                       |
|                    |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        |                           |          | through attendance and fundraising                                  |
| 15/03/2023         | Amanda McKay     | FF            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
|                    |                  |               |   |                      |      |                           |        |                           |          | Honouring a colleagues memory                                       |
| 45 (02 (2022       | David Milla      | FF            | Match day ticket for Scotland v                                     | I I a a a ita lita . | 6100 | Canthick Bushullains      | N1 / A | Contribe December Union   | A        | through attendance and fundraising                                  |
| 15/03/2023         | David Mills      | FF            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU  Honouring a colleagues memory     |
|                    |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        |                           |          | through attendance and fundraising                                  |
| 15/03/2023         | Dale Ward        | FF            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
| 13/03/2023         | Dale Wara        |               | italy at Marraynela on 10,03,23                                     | riospitanty          | 1100 | Scottish Rugby Offich     | 14/7   | Scottish ridgby official  | Accepted | Honouring a colleagues memory                                       |
|                    |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        |                           |          | through attendance and fundraising                                  |
| 15/03/2023         | Graeme Clow      | FF            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
|                    |                  |               |   |                      |      |                           |        |                           |          | Honouring a colleagues memory                                       |
|                    |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        |                           |          | through attendance and fundraising                                  |
| 15/03/2023         | David Cole       | FF            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
|                    |                  |               |   |                      |      |                           |        |                           |          | Honouring a colleagues memory                                       |
| / /                |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        | 1                         |          | through attendance and fundraising                                  |
| 15/03/2023         | Hamish Clarke    | CC            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
|                    |                  |               | Match day ticket for Scotland                                       |                      |      |                           |        |                           |          | Honouring a colleagues memory                                       |
| 15/03/2023         | Stuart Brunton   | СС            | Match day ticket for Scotland v<br>Italy at Murrayfield on 18/03/23 | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | through attendance and fundraising with the support of SFRS and FBU |
| 13/03/2023         | Studit DivillOII |               | reary at Marrayneia on 16/03/23                                     | Ποσριταίτι           | 1100 | Scottisii Nuguy Oilloli   | 11/7   | Jeottisii Nuguy UlliUll   | Accepted | Honouring a colleagues memory                                       |
|                    |                  |               | Match day ticket for Scotland v                                     |                      |      |                           |        |                           |          | through attendance and fundraising                                  |
| 15/03/2023         | Suzie Milburn    | WC            | Italy at Murrayfield on 18/03/23                                    | Hospitality          | £100 | Scottish Rugby Union      | N/A    | Scottish Rugby Union      | Accepted | with the support of SFRS and FBU                                    |
| . ,                |                  |               |   | . ,                  |      | , ,                       |        | <u> </u>                  | ·        |   |
| -                  |                  | •             | •   |                      |      | •                         |        |                           |          | •   |