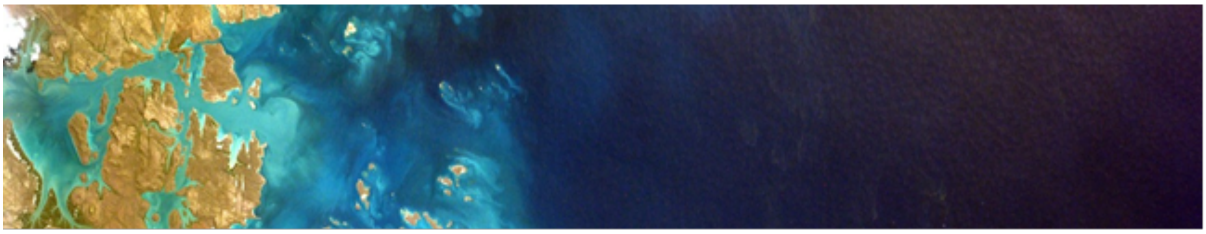
Verification Statement



Rainwater Management RWM-DM[1]-1200/1200-OS
Registration number: (V-2025-12-01)
Date of issue: 2026-January-09

Technology type	Hydrodynamic Separator / Oil-Grit Separator		
Application	Technology to remove sediment, trash and debris from stormwater and snowmelt runoff as well as other pollutants that attach to sediment particles, such as nutrients and metals		
Company	Rainwater Management Ltd.		
Address	502-1952 Kingsway Ave, Port Coquitlam, BC V3C 6C2 Canada		
E-mail	pete@rainwatermanagement.ca	**Phone**	+1-778-846-7246
Website	https://rainwatermanagement.ca		

Verified Performance Claims

The Rainwater Management RWM-DM[1]-1200/1200-OS technology was tested in February 2025 by Verdantas Flow Labs (Verdantas) based on the “Procedure for Laboratory Testing of Oil-Grit Separators” (2014 TRCA OGS test procedure). RWM chose to proceed with technology performance testing on this basis, considering that the majority of OGS technologies currently marketed in Canada have been tested following the 2014 TRCA OGS test procedure[1].

The performance test results were verified by Fleming College’s Centre for Advancement of Water and Wastewater Technologies (CAWT) in accordance with the requirements of ISO 14034:2016 and the VerifiGlobal Performance Verification Protocol. The following performance claims were verified:

Sediment removal test: With a false floor set to 50% of the manufacturer’s recommended maximum sediment storage depth, a constant influent test sediment concentration of 200±25 mg/L and particle size distribution of 1-1000 µm, the RWM-DM[1]-1200 unit removed 76.4, 74.2, 68.1, 58.9, 57.8, 55.3, and 49.5 percent of influent sediment by mass at SLR of 40, 80, 200, 400, 600, 1000, and 1400 L/min/m^2, respectively. Tested under the same conditions, the RWM-DM[1]-1200-OS unit removed 51.3 and 46 percent of influent sediment by mass at SLRs of 1000 and 1400 L/min/m^2, respectively.

Sediment scour test: With test sediment preloaded onto a false floor reaching 50% of the manufacturer’s recommended maximum sediment sump storage depth, the RWM-DM[1]-1200 unit generated background corrected effluent concentrations on average of 4.4±0.99, 1.2±0.97, 0.41±0.4, 1.3±0.56, and 0.77±0.29 mg/L at 5-minute duration surface loading rates of 200, 800, 1400, 2000, and 2600 L/min/m^2, respectively. After applying an effluent correction based on the D_5 particle size of 8 microns for the 40 L/min/m^2 removal efficiency test, the corrected scour effluent concentration was 0 mg/L for all tested SLRs.

[1] The 2014 TRCA OGS test procedure is currently accepted across most Canadian jurisdictions. The main differences relative to the recently developed 2023 Canadian OGS Publicly Available Specification for Laboratory Testing of Oil-Grit Separators (2023 OGS PAS) relate to inlet pipe size and how sediment in the inlet pipe is reported.

Light-liquid re-entrainment test: With surrogate low-density polyethylene beads preloaded within the inner chamber, representing a floating light-liquid volume equal to a depth of 1.97 inches (50 mm) over the sedimentation area, the RWM-DM^{1}-1200-OS unit retained 100 percent of loaded beads by mass during the 5-minute duration SLRs of 200, 800, 1400, 2000, and 2600 L/min/m^2.

Technology Application

Stormwater pollution in developed urban areas, is a leading cause of water quality degradation in rivers, lakes, streams, and other surface waters. The RWM-DM^{1}-1200/1200-OS technology offers a compact treatment solution where pollutants sediment, trash, debris, and nutrients are of concern. The technology is designed to capture and store sediment and other pollutants from stormwater runoff in a sump within a manhole, keeping them out of the main flow path and providing both water quality and flow control benefits. The technology can be deployed in standard concrete or other material manholes, such as plastic, fiberglass, or stainless steel.

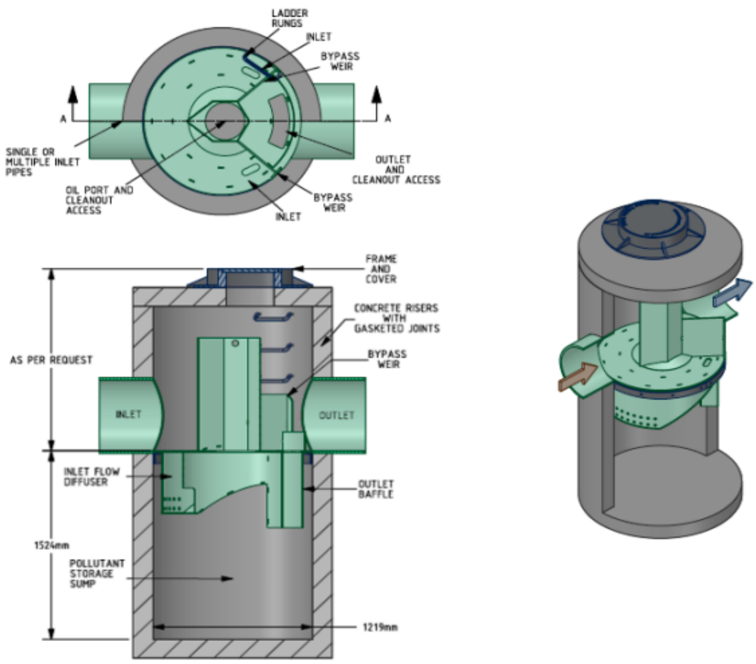
The technology is applied in land development and land use upgrades. Depending on water quality objectives, it can be used as a stand-alone stormwater treatment technology or as a pretreatment component in a treatment system when higher TSS removals are required and polishing or volume reduction best management practices (BMPs) are implemented downstream.

Technology Description

The RWM-DM^{1}-1200/1200-OS technology consists of a disk anchored within a cylinder structure, with treatment flow rate controlled by weir height and inlet openings. Both RWM-DM^{1} units have two inlets, one on either side of the central cylinder used for maintenance access and efficient cleanout by a vacuum truck. The inlets direct flow downward where the two streams converge, maximizing settling time, dispersing energy, and minimizing short-circuiting to enhance the capture of pollutants, including floatable substances like oil. The weirs on the downstream side of the inlets are pre-set to act as a bypass mechanism. Any flow exceeding the design rate flows over the weirs preventing scour of captured pollutants. An illustration of the RWM-DM^{1}-1200 treatment unit is shown in Figure 1.

The RWM DM^{1}-1200 and the RWM DM^{1}-1200-OS units are structurally identical, operating the same way, but differing in bypass weir height. The OS version has a lower weir, bypassing flow at 14 L/s compared to the RWM DM^{1}-1200 at 22 L/s. This modification ensures enhanced retention of oil spills in the OS version by reducing flow and turbulence during bypass events, while allowing the same core design to meet varying regulatory needs. The RWM-DM^{1}-1200 model is the standard model which treats higher flow rates.

Figure 1 – RWM-DM^{1}-1200 Treatment Unit



RWM has full ownership of the commercially available RWM-DM^{1}-1200/1200-OS technology. There are different RWM- DM^{1} unit sizes for different size manholes. For example, the RWM-DM^{1}-1200/1200-OS would be specified for a 1220 mm diameter manhole.

Test Procedure

Full-scale testing of both RWM-DM[1] configurations was performed at Verdantas using a 4 ft (1.22 m) diameter unit, approximately 8 ft (2.44 m) high. The test unit had 24-inch (609 mm) diameter inlet and outlet pipes, set at 60 inches (1.52 m) above the sump floor with 1% slopes. The effective treatment sedimentation area (ESTA) was 12.59 ft^2 (1.17 m^2).

The test sediment consisted of ground silica (1 – 1000 micron) with a specific gravity of 2.65, uniformly mixed to meet the particle size distribution (PSD) specified in the test procedure. The 2014 TRCA OGS test procedure requires that the three sample average of the test sediment PSD meet the specified PSD. The allowable tolerance of 6% variation from the specified PSD curve was met at each discrete particle size tested and the d_{50} was finer than 75 µm.

Comparison of the individual sample and average test sediment PSD to the specified PSD is shown in Figure 2. This figure indicates that the test sediment used for the removal and scour tests met this above-mentioned condition. The median particle size was 63 µm. Samples from test sediment batches used for each run met the specified PSD within the required tolerance thresholds.

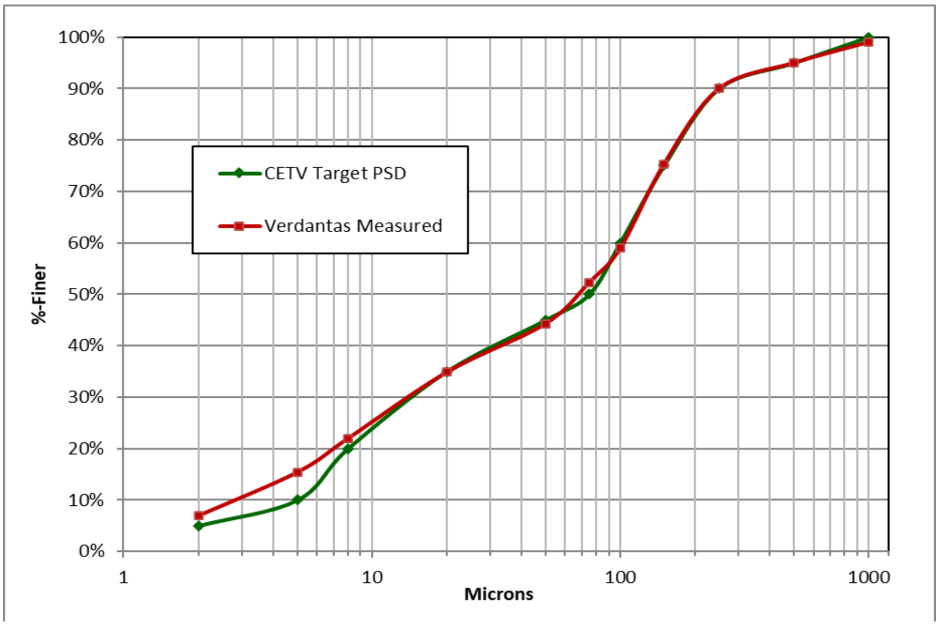


Figure 2 – Average particle size distribution (PSD) of the test sediment used for the removal and scour test compared to the specified PSD

The capacity of the device to retain sediment was determined at seven surface loading rates (SLR) using the modified mass balance method. This method involved measuring the mass and PSD of the injected and retained sediment for each test run.

Performance was evaluated with a false floor simulating the technology filled to 50% of the manufacturer's recommended maximum sediment storage depth. The test was carried out with clean water that maintained a sediment concentration below 20 mg/L. Based on these conditions, removal efficiencies for individual particle size classes and for the test sediment as a whole were determined for each of the tested surface loading rates (see Table 1).

Some reported removal efficiencies are outside the absolute limit (+100%), or below the expected value. This is especially true at the larger size fractions (fewer particles) and those with small retained values (see values highlighted in red in Table 1). Factors that affect the accuracy of the data include how well the initial mix and captured sediment was blended and sampled, as well as accuracy and reporting of the PSD analyses. All sieve results were reported as whole numbers. Consequently, comparative values of 4.4% and 4.5% (2% difference) would be reported as 4% and 5% (25% difference). Due to these errors, caution should be exercised in applying the removal efficiencies by particle size fraction for the purposes of sizing the tested units[2]. No average was calculated for the RWM-DM[1]-1200-OS unit as it was only tested at two SLR of 1000 and 1400 L/min/m^2.

[2] See Bulletin # CETV 2016-11-0001 - Errors associated with calculating removal efficiencies by particle size fraction.

Table 1 – Removal efficiencies (%) of the RWM-DM[1]-1200/1200-OS for individual particle size classes at specified surface loading rates

Particle Range (µm)	40 L/min/m²	80 L/min/m²	200 L/min/m²	400 L/min/m²	600 L/min/m²	1000 L/min/m²	1400 L/min/m²	1000-OS L/min/m²	1400-OS L/min/m²	Average RWM-DM-1200
>500	100%	74%	100%	100%	100%	100%	100%	100%	100%	96%
250-500	100%	100%	100%	100%	100%	100%	99%	100%	100%	100%
150-250	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
100-150	94%	98%	100%	89%	88%	85%	79%	85%	73%	90%
75-100	91%	100%	92%	86%	92%	78%	70%	70%	51%	87%
50-75	100%	100%	100%	100%	72%	53%	30%	29%	34%	79%
20-50	100%	85%	57%	48%	43%	49%	25%	48%	18%	58%
8-20	36%	18%	26%	10%	13%	2%	3%	4%	6%	15%
5-8	40%	26%	6%	4%	3%	0%	0%	8%	5%	11%
2-5	5%	14%	0%	0%	0%	0%	0%	5%	0%	3%

Figure 3 compares the PSD of the three-sample average of the test sediment to the PSD of the sediment retained by the RWM-DM[1]-1200/1200-OS units at each of the tested surface loading rates (SLRs). As expected, the capture efficiency for fine particles was generally found to decrease as SLRs increased.

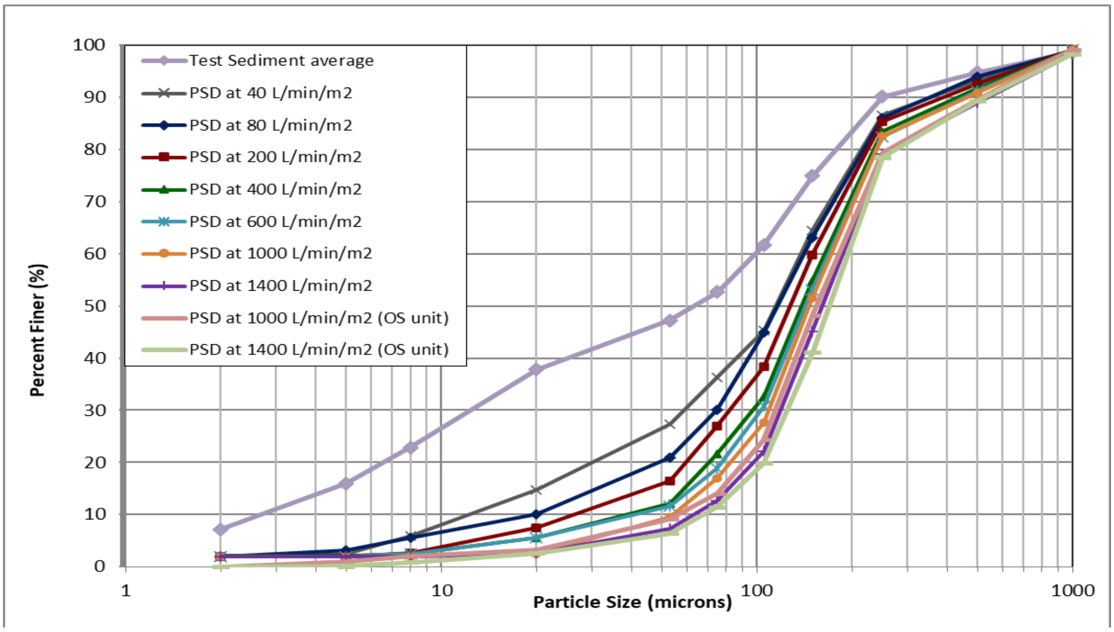


Figure 3 – Particle size distribution of sediment retained in the RWM-DM[1]-1200/1200-OS in relation to the injected test sediment average

Table 2 shows the results of the sediment scour and re-suspension test for the RWM-DM[1]-1200 unit. The scour test involved preloading 15 inches (38.1 cm) of fresh test sediment into the sedimentation sump of the device. The sediment was placed on a false floor to mimic a device filled to 50% of the maximum recommended sediment storage depth.

Clean water was run through the device at five SLRs over a 30-minute period. Each flow rate was maintained for 5 minutes with a one-minute transition time between flow rates. Effluent samples were collected at one minute sampling intervals and analyzed for suspended solids concentration (SSC) and PSD by recognized methods. The effluent samples were subsequently adjusted based on the background concentration of the influent water.

The average measured effluent sediment concentrations (adjusted for background) for each tested SLR were corrected for particle size. This correction was based on the D_5 (the particle size finer than 5%) of

8 microns determined during the 40 L/min/m^2 removal efficiency test. Following this particle size correction, the resulting scour effluent concentration was 0 mg/L for all tested SLRs.

The magnitude of scour is dependent on the internal flow patterns (velocity and turbulence) and water volume within the unit, which is related to the depth below the inlet and outlet. The RWM-DM[1]-1200 unit possessed a large water volume in the sump and consequently, low velocity which prevented incipient motion of the sediment of sufficient magnitude for scour to occur.

Table 2 – Scour test adjusted effluent sediment concentration at each surface loading rate

SLR	Background	Average Effluent	D_5 Correction	Adjusted Concentrations (for D_5 and background)
L/min/m^2	mg/L	mg/L	mg/L	mg/L
200	1.7	4.4	1.5	0.00
800	1.8	1.2	0.0	0.00
1400	4.4	0.4	0.0	0.00
2000	2.5	1.3	0.0	0.00
2600	2.5	0.8	0.0	0.00

Light-liquid re-entrainment test
The capacity of the device to retain light liquid was determined at five SLRs in a range between 200 and 2600 L/min/m^2 using low-density polyethylene beads, Dow Chemical Dowlex™ 2517, with a density of 0.917 g/cm^3. This material was specified as the acceptable surrogate to represent floating liquid for a qualitative assessment of liquid behaviour during operation.

Performance was evaluated with a total of 58.3 liters (33.4 kg) of pellets preloaded into the treatment vault by introducing them into the crown of the influent pipe, to a volume equal to a depth of 1.97 inches (50 mm) over the collection sump area of 12.59 ft^2 (1.17 m^2). The effluent was collected in flow-designated nets to allow for quantification of any re-entrained pellets for each test SLR. The collected pellets were dried, and the mass of collected pellets was quantified for each SLR, as well as the overall test.

The recorded average SLR flow data, as well as quantified volume and mass of collected pellets for each target SLR and overall test, are shown in Table 3. The total test quantity was 1.4 grams, and the total capture/retention rate was 100%.

Table 3 – Light-liquid recorded flow and re-entrainment data

Light-liquid Re-Suspension Data				**Starting Volume**	(Liters) **58.3**		**Starting Mass**	(grams) **33400**
Action	**Time Stamp** (minutes)	**Meter**	**Target SLR** (L/min/m^2)	**Recorded SLR** (L/min/m^2)	**COV**	**Collected Mass** (grams)	**Remaining Mass** (grams)	**Retained Mass** %
							33400	**100.0%**
Flow set	1.0	4"	200	**206.9**	**0.017**	0.0	33400.0	**100.0%**
Stop Collection	6.0			3.4%				
Flow set	7.0	4"	800	**798.0**	**0.006**	0.8	33399.2	**100.0%**
Stop Collection	12.0			-0.2%				
Flow set	13.0	8"	1400	**1426.5**	**0.024**	0.1	33399.1	**100.0%**
Stop Collection	18.0			1.9%				
Flow set	19.0	8"	2000	**2012.2**	**0.004**	0.4	33398.7	**100.0%**
Stop Collection	24.0			0.6%				
Flow set	25.0	8"	2600	**2616.9**	**0.002**	0.2	33398.6	**100.0%**
Stop Collection	30.0			0.6%				
RWM DM[1]-1200-OS				**Test Total**		**1.4**		**100.0%**

Verified Performance Claims

Fleming College's Centre for Advancement of Water and Wastewater Technologies (CAWT) verified the performance test data and other information pertaining to the RWM-DM[1]-1200/1200-OS technology in accordance with the requirements of ISO 14034:2016 and the VerifiGlobal Performance Verification Protocol. The technology performance claims verified by CAWT are summarized in Table 4.

The verified performance claims summarized in Table 4 are presented as true values. The sampling procedure involved the collection of five pairs of time-stamped effluent samples (collected every minute) for Suspended Solids Concentration (SSC) and Particle Size Distribution (PSD) analysis. Additionally, a minimum of five time-stamped background samples were collected, evenly spaced over the 30-minute duration of the scour test, using approved sampling methods.

The modified mass balance method for sediment removal involved measuring the total mass of sediment entering the unit and retained by the unit at prescribed SLRs. The mass balance method for the light-liquid re-entrainment test involved recording the entire effluent pellets captured at each flow rate to calculate the mass loss and determine the re-entrainment efficiency.

Table 4 – Verified performance claims

Parameters	Verified Claims	Accuracy
Sediment Removal	With a false floor set to 50% of the manufacturer's recommended maximum sediment storage depth, a constant influent test sediment concentration of 200 ±25 mg/L and particle size distribution of 1-1000 µm, the RWM-DM[1]-1200 unit removed 76.4, 74.2, 68.1, 58.9, 57.8, 55.3, and 49.5 percent of influent sediment by mass at SLR of 40, 80, 200, 400, 600, 1000, and 1400 L/min/m^2, respectively. When tested under the same conditions, the RWM-DM[1]-1200-OS unit removed 51.3 and 46 percent of influent sediment by mass at SLRs of 1000 and 1400 L/min/m^2, respectively.	Sediment removal characteristics quantified at various SLRs, including particle size fractions, using a modified mass balance methodology. The feed SSC for the 40 L/min/m^2 test was 231 mg/L. Although above the acceptance criteria (200±25 mg/L), the value does not negatively impact the accuracy of the test.
Sediment Scour	With test sediment preloaded onto a false floor reaching 50% of the manufacturer's recommended maximum sediment sump storage depth, the RWM-DM[1]-1200 unit generated background corrected effluent concentrations on average of 4.4±0.99, 1.2±0.97, 0.41±0.4, 1.3±0.56, and 0.77±0.29 mg/L at 5-minute duration surface loading rates of 200, 800, 1400, 2000, and 2600 L/min/m^2, respectively. After applying an effluent correction based on the D_5 particle size of 8 microns for the 40 L/min/m^2 removal efficiency test, the corrected scour effluent concentration was 0 mg/L for all tested SLRs.	5 samples analyzed for sediment (n=5) at each flow rate. Storage depth generated negligible scour once corrected for background concentrations.
Light Liquid Re-entrainment	With surrogate low-density polyethylene beads preloaded within the inner chamber, representing a floating light-liquid volume equal to a depth of 1.97 inches (50 mm) over the sedimentation area, the RWM-DM[1]-1200-OS unit retained 100 percent of loaded beads by mass during the 5-minute duration SLRs of 200, 800, 1400, 2000, and 2600 L/min/m^2.	Similar to the sediment removal and scour tests, the light-liquid re-entrainment test is not amenable to statistical analysis as the tests were only conducted once at various flow rates following a mass balance procedure.

There was one minor variance from the 2014 TRCA OGS test procedure related to the required minimum amount of test sediment to be fed into the test unit for each tested SLR. Although the 2014 TRCA OGS test procedure requires a minimum of 11.3 kg of test sediment, the test duration of the 40 and 80 L/min/m^2 tests were reduced to 8 hours, with the corresponding injected mass being approximately 5 kg and 8 kg, respectively, which is less than the specified minimum. Given the high precision of the laboratory analytical methods and low background TSS, sensitivity analysis confirms that the reduced sediment mass introduces a conservative bias such that the reported removal efficiencies represent a lower-bound estimate of the technology's performance.

Quality Assurance

Quality Assurance (QA)/Quality Control (QC) measures are documented in the 2014 TRCA OGS Test Procedure to ensure results are accurate and precise, and that tests conducted by multiple vendors of the same category of technology are based on the same test method. The QA/QC measures include the use of certified laboratories, established test methods, calibration of equipment, tolerance limits for results variation, data checks during testing, and stringent documentation requirements.

The verifier has reviewed and confirmed that the key QA/QC requirements were addressed throughout performance testing and the generation of test results for the RWM-DM[1]-1200/1200-OS technology. This included reviewing all data sheets and data downloads, as well as overall management of the test system, quality control and data integrity. Table 5 summarizes the key QA/QC parameters and acceptance criteria for performance testing and verification of the RWM-DM[1]-1200/1200-OS technology.

Table 5 - Summary QA/QC parameters and acceptance criteria for RWM-DM[1]-1200/1200-OS technology performance testing and verification

QC Parameter	Acceptance Criteria
Particle Size Distribution	All dry sediment PSD analyses were performed by GeoTesting Express, Inc., Acton, Massachusetts in accordance with ASTM D6913/D6913M-17 (2017) and ASTM D7928-21e1 (2021). GeoTesting is an AALA ISO/IEC 17025 accredited independent laboratory. Aqueous sample PSD analyses were performed by Clark Testing, Jefferson Hills, PA using ISO 13320 (2020) Laser Diffraction. The particle size utilized for testing was as per 2014 TRCA OGS Test Procedure. The allowable tolerance of 6% variation from the specified PSD curve was met at each discrete particle size tested and the d_{50} was finer than 75 µm.
Solids concentration in test water	Total SSC of test water (background SSC) of less than 20 mg/L was analyzed by Verdantas in accordance with ASTM: D3977-97 (re-approval 2019) analytical method.
Water temperature	Temperature of water was less than 25ºC.
Flow measurement equipment	Equipment calibration reports were submitted to confirm that reported flow rate match actual flow rate. Flow rates from calibrated flow instruments recorded at no longer than 60 second intervals over the duration of the test.
Flow rate variation	Flow rates have a Coefficient of Variance (COV) < 0.003; maintained within ±10% of target flow rate.
Head measurement equipment	Water level was recorded at a minimum of five-minute intervals. The minimum tolerance of the standpipe was within ±0.125 inches (0.32 cm).
Sediment feed	The feed SSC target was 200 mg/L with a tolerance limit of ±25 mg/L. The allowed COV for the measured samples was 0.10. The feed SSC for the 40 L/min/m^2 test was 231 mg/L. Although above the acceptance criteria, the value does not negatively impact the accuracy of the test. The injection location was 5 pipe diameters upstream of the inlet to the device (per the 2014 TRCA OGS test procedure). Nine calibration samples were taken over duration of each test run. The sediment feed in g/min was verified using a NIST traceable digital stopwatch and 2200g calibrated digital scale. The tare weight of the sample container was recorded prior to the collection of each sample.
Sediment moisture content	Sediment moisture content was determined by Verdantas in accordance with the ASTM D2216 (2019) analytical method.
Sample analysis	Sample analysis was conducted by qualified laboratories using standard methods and meeting the requirements of ISO.
Plastic pellet density test	The Dowlex plastic pellet density test was performed by Intertek Plastics Technologies Laboratory, Pittsfield, Massachusetts in accordance with ASTM D792-20. Intertek is an AALA ISO/IEC 17025 accredited independent laboratory. The analysis was performed in 2014, at the time of procurement.

Verification Summary

Verification of the RWM-DM[1]-1200/1200-OS technology performance claims was conducted by Fleming College's Centre for Advancement of Water and Wastewater Technologies (CAWT) in accordance with the requirements of ISO 14034:2016 and the VerifiGlobal Performance Verification Protocol. The following performance claims were verified:

During the sediment removal test, the Rainwater Management RWM-DM[1]-1200 device with a false floor set to 50% of the manufacturer's recommended maximum sediment storage depth, a constant influent test sediment concentration of 200±25 mg/L and particle size distribution of 1-1000 µm, removed 76.4, 74.2, 68.1, 58.9, 57.8, 55.3, and 49.5 percent of influent sediment by mass at SLRs of 40, 80, 200, 400, 600, 1000, and 1400 L/min/m^2, respectively. The RWM-DM[1]-1200-OS device, when tested at the same conditions, removed 51.3 and 46 percent of influent sediment by mass at SLRs of 1000 and 1400 L/min/m^2, respectively.

During the scour test, the Rainwater Management RWM-DM[1]-1200 device with test sediment preloaded onto a false floor reaching 50% of the manufacturer's recommended maximum sediment sump storage depth, generated background corrected effluent concentrations on average of 4.4±0.99, 1.2±0.97, 0.41±0.4, 1.3±0.56, and 0.77±0.29 mg/L at 5-min duration SLRs of 200, 800, 1400, 2000, and 2600 L/min/m^2, respectively. After applying an effluent correction based on the D_5 particle size of 8 microns for the 40 L/min/m^2 removal efficiency test, the corrected scour effluent concentration was 0 mg/L for all tested SLRs.

During the light-liquid re-entrainment test, the Rainwater Management RWM-DM[1]-1200-OS device with surrogate low-density polyethylene beads preloaded within the inner chamber, representing a floating light-liquid volume equal to a depth of 1.97 inches (50 mm) over the sedimentation area, retained 100% of loaded beads by mass during the 5-minute duration SLRs of 200, 800, 1400, 2000, and 2600 L/min/m^2.

In conclusion, the RWM-DM[1]-1200/1200-OS is a viable technology that, when sized appropriately, can be used to capture and retain sediment from stormwater runoff.

What is ISO 14034?

The purpose of environmental technology verification is to provide a credible and impartial account of the performance of environmental technologies. Environmental technology verification is based on a number of principles to ensure that verifications are performed and reported accurately, clearly, unambiguously and objectively. The International Organization for Standardization (ISO) standard for environmental technology verification (ETV) is ISO 14034, which was published in November 2016.

Benefits of ETV

ETV contributes to protection and conservation of the environment by promoting and facilitating market uptake of innovative environmental technologies, especially those that perform better than relevant alternatives. ETV is particularly applicable to those environmental technologies whose innovative features or performance cannot be fully assessed using existing standards. Through the provision of objective evidence, ETV provides an independent and impartial confirmation of the performance of an environmental technology based on reliable test data. ETV aims to strengthen the credibility of new, innovative technologies by supporting informed decision-making among interested parties.

For more information on the RWM-DM[1]-1200/1200-OS HDS, contact:	For more information on VerifiGlobal, contact:
Rainwater Management Ltd. 502-1952 Kingsway Ave, Port Coquitlam, BC V3C 6C2, Canada T: +1-778-846-7246 E: pete@rainwatermanagement.ca W: https://rainwatermanagement.ca	VerifiGlobal c/o ETA-Danmark A/S Göteborg Plads 1, DK-2150 Nordhaven T: +45 7224 5900 E: info@verifiglobal.com W: www.verifiglobal.com
Signed for Rainwater Management Ltd. *Original signed by:* Peter Law Peter Law, President	Signed for VerifiGlobal *Original signed by:* Thomas Bruun Thomas Bruun, Managing Director *Original signed by:* John Neate John Neate, Managing Director