

# 2020-2021 Annual Report



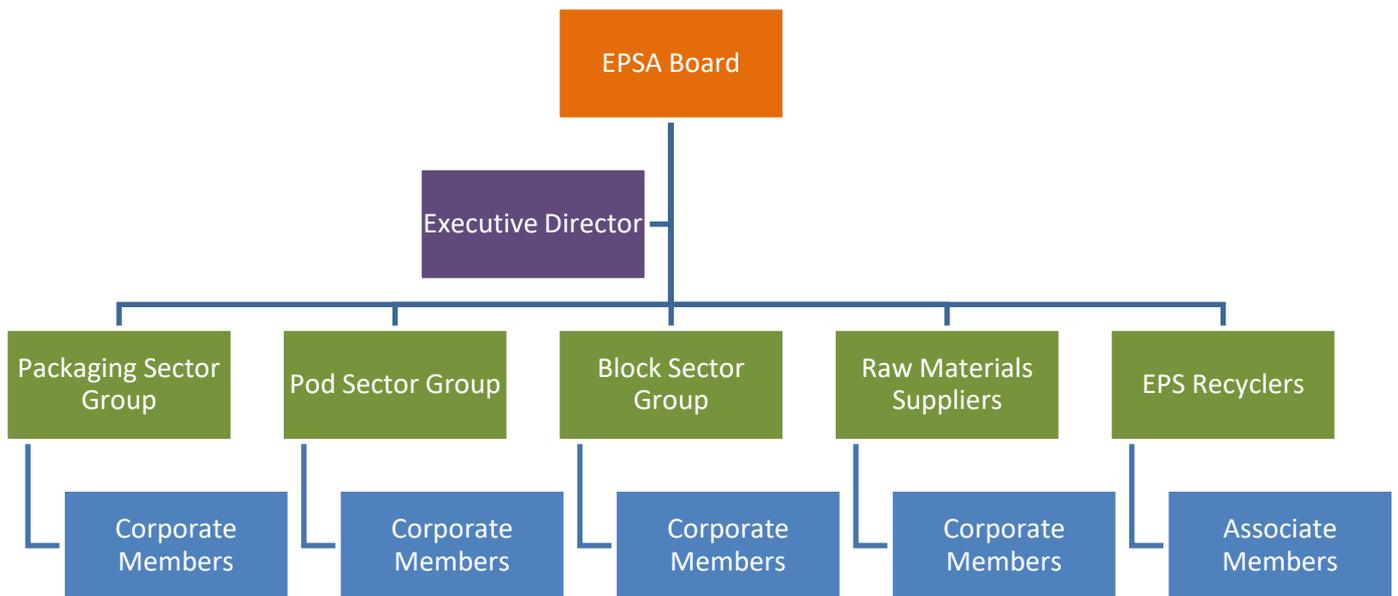
expanded polystyrene  
australia



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# EPSA Organisation Structure



## President's Report

It is my pleasure to present the 2020-21 Annual Report and reflect on what has been an eventful year for us all, particularly given the ongoing effects of the COVID-19 pandemic, border closures and restrictions and the impact of this on the sector.

Our efforts this year have continued to focus on the four main issues facing the sector, those being deselection, recycling, product stewardship and cladding.

In the latter part of the year, we have made gains in sorting out issues surrounding the export of waste EPS and significant progress on the product stewardship front.

While Covid issues have overshadowed much of the year, it was great to be able to meet face to face in Sydney in March and again in May in Brisbane and reconnect. It certainly had been a long time coming and seems it might again be a while before we can connect in this way.

Covid has continued to present challenges and we have had to manage our businesses and our workplaces to adapt to the "new normal."

In the early part of the year there was a focus on managing our way through the Covid crisis and ensuring our members were able to continue operating safely and were aware of the need to demonstrate the provision of essential services should it be required.

Unfortunately, Victoria experienced protracted and recurrent lockdowns which were followed in other states including Queensland and New South Wales. It meant ongoing restrictions on travel and continued to place pressure on business and the community more broadly.

The situation remained unresolved as the financial year ended and another began, and it seems we will be well into the next year before state borders are freely open.

On the success side, EPSA has continued to ensure our voice is heard in the area of recycling with decision makers at both a state and federal level continuing to seek our views on a pathway forward as we work our way towards the so-called 'circular' economy. It is important for us to keep up the fight against the national plastics plan while our stewardship progress continues.

Leading the charge has been former Board Member Graham Attwood who has tenaciously pursued bureaucrats and decision makers at all levels of Government to ensure our voice is heard.

I am confident that our efforts are starting to yield results as the organisation is now regularly consulted with by decision makers in the lead up to major announcements and we have seen some progress as part of the APCO process.

In addition to this work in recycling, Graham has led the charge on the issue of exporting waste EPS to ensure there are options for our sector and our work advocating for the cladding sector has continued. It has indeed been a productive year for EPSA and we are really starting to have an impact and cause decision makers to sit up and take notice.

The COVID-19 pandemic has brought with it many challenges. Our sector has not been immune. I would firstly like to thank our Executive Director Becher Townshend for the many representations he has made on the sectors behalf to both federal and state leaders regarding

the need for the sector to continue. His contribution and consistency have ensured our voice is heard clearly and decision makers are in no doubt as to our position on key issues.

While it would be wrong to suggest that his efforts have singularly ensured our industry has been able to continue, our voice has added to the many in the construction, medical and agricultural sectors to ensure we have not been closed down.

It has been difficult to watch as many parts of the economy have been devastated due to the pandemic, with Victoria and New South Wales facing the brunt of this.

While there is still uncertainty about the future, it is comforting that members have been able to trade through and as vaccination rates continue to rise, the prospect of life returning to some sort of normality remains an ever-increasing prospect.

I would like to pay tribute to board member Mike O'Brien, who retired in December. Mike was a passionate supporter of the sector and never afraid to stand up for the issues important to us. His contribution will be missed and we wish him well in retirement.

I would also like to thank Meran Kidd of Abacus Bookkeeping for ensuring our finances are under control as well as thanking the team at Font for their support. This year Hilary Smith and more recently Amanda Lovell have stepped in to support Becher. Thanks to Hilary and Amanda for their work as part of the secretariat and in keeping us all organised and on track.

Finally, I would like to thank all those on the Board for their efforts and to our members for their continued support. We are a small sector and in a lot of ways we have punched above our weight.

It is important that we carry this momentum forward and are prepared to work together to promote the best interests of the sector. On that note, I would like to say thank you to you all and wish you all the best.

**Simon Pickett**  
**President**



## Executive Director's Report

It has been yet another busy and successful year for Expanded Polystyrene Australia, we continued to fight the good fight against the National Plastics Plan and we face the ongoing challenges and uncertainty of the Covid-19 pandemic.

We cannot afford to become distracted from the battle we are part way through in relation to the National Plastics Plan. It is vital to “maintain the rage” particularly against the uninformed decision of the minister to phase out EPS with no idea on alternatives. It is clear this fight will continue to rage throughout the coming year and we will continue to build our case and strengthen our position through the development of our product stewardship.

This element will be critical to the sector's future and is the only way forward for us. We must demonstrate that EPS can be recycled and can close the loop to protect our industry and prevent being banned by those who are mis- and ill-informed.

We have also found ourselves countering spurious claims by manufacturers that their dangerous, expensive and sub optimal pods are better than waffle pods. This is something EPSA will pursue as it is unacceptable to have such misinformation being circulated in the community.

With the pandemic has come new challenges to the sector, while older challenges are never far from the surface. In particular, Victoria and New South Wales bore the brunt of further lockdowns and restrictions.

For the EPSA organisation, I am happy to say we have managed to continue to weather the storm and assist members with their needs, while advocating on their behalf.

In terms of membership, after a number of years of growing our numbers, this has now levelled out. We welcomed a new member in Koolfoam and continue to represent well in excess of 90 per cent of manufactures of EPS in Australia. As we work through our important product stewardship process we will look to invite recyclers to join us as associate members.

Given the pandemic and the uncertainty it creates, there is probably no more important time for the sector to be united and I thank all members for their continued support and would say to those who are not part of our association – get with the strength.

Over the last 12 months, EPSA has managed to achieve a number of significant wins for the sector, including a number of concessions from the Federal Government regarding its proposed phase out and increased consultation and input throughout this process. We expect to make ongoing representations throughout this process and will be working hard to ensure our voice is not only heard but acted upon.

Following our efforts in Victoria regarding misleading information over cladding, we as a sector have been working to address the damage done by the Victorian Government and rebuild the reputation of EPS cladding as the cost effective, thermally efficient solution that it is.

As an organisation we are fortunate to have the skills and experience of Graham Attwood, who has supported me in my role as Executive Director by offering me access to his wealth of technical support and working hard with decision makers, particularly in the areas of recycling and product stewardship. It is clear from the comments in Canberra that Graham's hard work is paying off.

In other areas we have also had success, particularly in the area of the Pod Group and I would like to thank Justin Kelsey and Jason Roberts in particular for their efforts. I would also like to thank Scott Lehn for his tireless work on the Australian Standard.

On other matters, we continue to receive regular inquiries from the public on how they can recycle their waste EPS and assist where we can.

This is one area where we need to continue to do our best. While most consumers who have waste EPS are dealing with imported product that comes with consumer goods, we as a sector are held responsible for its management. This is an area we are continuing to address and also expect it to form part of our product stewardship process which will be ramping up in the year ahead.

There is some light at the end of the Covid tunnel, particularly as increasing numbers of Australians are vaccinated against coronavirus. The increased vaccination rates will hopefully see borders reopen in the first part the year and the opportunity for travel and face to face get together.

Finally, I would like to finish by paying tribute to the hardworking members of the Board – Simon Picket, Nigel Ash, Andrew Cottrell, Justin Kelsey, Jason Roberts and Scott Lehn. I would also like to extend our thanks to board member Mike O'Brien, who retired in December. Mike was always the first to stand up and support the sector, not afraid to take on the fight and was a passionate member. His contribution will be sorely missed and we wish him all the best in retirement.

A special thanks to Graham Attwood for his good sense of humour and support as well as Hilary Smith, Meran Kidd and more recently Amanda Lovell who has stepped in to support the secretariat and strengthen our processes.

It has been a successful year and while still overshadowed by the global pandemic, we as a sector have weathered the storm and can look forward to further gains and increased cooperation to achieve our outcomes.

**Becher Townshend**  
**Executive Director**



## Treasurer's Report

It is with pleasure I present the Treasurer's Report for the year ended 30 June 2021. This is a consolidated report which includes all transactions across all EPSA groups.

The outlook financially for the association is promising. Our equity position is healthy, and the association has been able to meet its commitments as they fall due and the board continues to maintain a reserve fund to cover all foreseeable contingencies.

Our EOFY position resulted in a surplus of \$144,907 Our expected dollar spend versus actual is a testament to the Board and the fiscally responsible approach they have taken this year particularly given the uncertainty and issues created due to the ongoing COVID-19 crisis.

The declarations levy was maintained at \$0.010 per kilogram.

The increased levy has now placed your organisation on a sustainable footing and a great example of how working cooperatively within the association can provide financial benefits that far outweigh our levy contribution – through your contributions we will be able to accelerate product stewardship and lobby State and Federal decision makers, as well as insurance specifiers and other key stakeholders to keep choosing EPS as a product and grow our industry.

Debtors continue to be well managed by Font PR and Abacus with Levy Declarations consistently being reported by most members. I would like to thank members for co-operating diligently in this area. It cannot be understated enough - levy income is the lifeblood of our organisation. I urge all members to continue to report their levy declarations monthly (even nil returns), to pay their accounts on time and let Meran Kidd know if contact details have changed so we can contact you if there have been missing payments.

I would like to thank Meran Kidd of Abacus Bookkeeping for her monthly work in organising all of the debtor and creditor transactions. Meran's preparation of the monthly reports for the Board are always on time and complete. A thanks is also warranted to the Font PR Team of Becher and Hilary for their part in our financial administration.

Finally, my thanks to all of the members of EPSA for their ongoing support.

**Andrew Cottrell**  
Treasurer

# EPSA Corporate Governance Statement

## *Introduction*

Expanded Polystyrene Australia (EPSA) is the national industry body for all manufacturers and distributors of expanded polystyrene (EPS) products across Australia.

EPSA is the driving force for the EPS industry, working to achieve a positive perception of EPS, by highlighting the valuable contribution that EPS can make to both environmental sustainability and to businesses' bottom line. EPSA strives to make EPS the preferred material in both packaging and building and construction applications, thereby ensuring the continued success of this manufacturing sector in Australia.

EPSA was formerly known as Recycling Expanded Polystyrene Australia (REPSA) however the name changed to Expanded Polystyrene Australia (EPSA) in late 2009, to encompass the activities of all sectors of the EPS industry we represent. The REPSA name and logo has been retained for use in all EPS recycling related activities including the EPS Collection Centres.

EPSA members include manufacturers of products ranging from packaging for fresh produce (fruit, vegetables, seafood) through to a wide variety of building and construction applications including insulated sandwich panels, domestic wall cladding systems and under slab void filler pods as well as the raw material resin suppliers.

### EPSA Objectives:

- To be the pre-eminent national industry body
- To provide valued services to members
- To build awareness and acceptance of expanded polystyrene
- To promote the many and varied benefits of expanded polystyrene
- To develop a national closed loop recycling system

The Board of EPSA applies sound governance to its conduct, and throughout the organisation's operations, reflecting its belief that any shortcomings in governance could jeopardise the Association's reputation and its ability to fulfil its obligations to its members. EPSA is principally accountable to members of the Association and is also accountable to employees, supporters, sponsors, donors and funding bodies, local, State and Federal Governments and the community.

EPSA is committed to conducting its business with the highest standards of personal and corporate integrity. EPSA is developing a number of policies setting out the standards of personal and corporate behaviour which Directors and employees are required to observe. These policies are consistent with EPSA's Vision, Mission and Values.

### *This overview:*

- Sets out the principles, policies and procedures the Board adopts to ensure the long-term health and prosperity of EPSA is maintained for the benefit of members
- Provides an overall governance framework for the Association
- Identifies the respective roles and responsibilities of the Board and management in setting the strategy and direction of EPSA and in managing and controlling the organisation.

## *Role of the Board*

The Board of Directors exercises the powers vested in it by the Associations Incorporation Reform Act 2012, and the Association's Constitution. The Board is directly responsible to Members for the long-term health and prosperity of the Association. The policies and practices outlined in the Association's Corporate Governance Statement provide the framework for the Board's principal role to be achieved and that EPSA's activities are conducted ethically and in accordance with the law.

The Board charts the direction of EPSA and monitors management's performance on behalf of the Association's Members and stakeholders mentioned in the introduction. Its responsibilities include:

- Setting the vision and providing strategic direction, ensuring there is rigorous analysis and substantiation of thinking supporting the strategy and reviewing the effective implementation of the strategy;
- Establishment and maintenance of appropriate governance structures, including evaluating the performance of Directors and determining the size and composition of the Board;
- Ensuring resources are available to achieve the Association's strategic plan and its annual business plans and budgets;
- Regularly monitoring the Association's operational key performance indicators and its financial performance against these plans and budgets;
- Selecting, appointing, removal, reviewing the performance and approving the remuneration of the Executive Director;
- Ensuring that the Association's financial and other reporting mechanisms result in adequate, accurate and timely information being provided to the Board;
- Ensuring significant business and other risks to the Association are identified and appropriately managed and adequate internal controls are in place;
- Approving transactions in excess of delegated levels or outside Board-approved annual plans and budgets;
- Ratifying the appointment, removal and remuneration of direct reports to the Executive Director;
- Monitoring management's activities and performance to ensure the strategic plan and direction are being achieved;
- Ensuring the Association's Occupational, Health and Safety (OH&S) policies and processes are clearly articulated, all employees are adequately trained in them and there is continuous monitoring and evaluation to ensure OH&S risks are proactively identified and mitigated; and
- Ensuring the Association's activities are conducted ethically and transparently through setting business standards and codes of ethical behaviour.

### *Role of the Chairman*

The Board elects the Chairman of the Board. The key internal roles of the Association's Chairman are to:

- Conduct effective Board meetings and processes, seeing that the appropriate matters are considered by the Board in a timely and transparent manner;
- Be the Board's formal point of contact with the Executive Director;
- Ensure the Board provides guidance and vision to the Association;
- Guide the ongoing effectiveness and development of the Board and individual Directors, including appropriate induction of new Directors;
- Lead an annual review of the Board's and individual directors' performance and development needs; and
- Assess regularly the Board's composition and renewal, with the intention of ensuring that the Board as a whole has an appropriate balance of skills, experience and expertise.

The main external role of the Chairman is to represent the Board and the Association, as appropriate, to its various stakeholders and to chair its legally required annual and other meetings.

### *Role of Executive Director*

The Board delegates responsibility for day-to-day management of the Association's activities to the Executive Director. The Executive Director is responsible for the implementation of strategies approved by the Board. The Board approves, and regularly reviews, policies reflecting broad statements of the commitment of the Association in specific areas.

The Executive Director is appointed by the Board and the Board's Chairman is the Board's principal formal contact with the Executive Director. However, the Executive Director has unrestricted access to all Board Members and vice versa.

The following duties are key responsibilities of the Executive Director:

- To promote the sustainable growth of the Industries and provide leadership, support and assistance to our Members;
- To represent Members positively and fairly in dealings with all stakeholders;
- To support Members in their efforts to ensure that the Industries are leaders in health, safety, security and environmental performance;
- To represent and communicate the economic, societal and environmental value of the Industries to all stakeholders;
- To be central to the regulatory process for the Industries and give Members the opportunity to influence the development of appropriate regulation;
- To identify the opportunities for change to ensure growth and enhance the contribution of the Industries to sustainability;
- To coordinate and facilitate the sharing of information, knowledge and experience to build skills and support innovation within the Industries;
- To provide effective issues management across the Industries' sphere of operations;
- To improve the community understanding of the Industries; and
- To promote and enhance the reputation of the Industries and of EPS products.

The Board's annual performance review of the Executive Director will be guided by these responsibilities, as well as other agreed specific objectives and responsibilities.

## *Role of Individual Directors*

Directors:

- Discharge their duties in good faith and honesty in the best interests of the Association;
- Make reasonable inquiries to ensure that the Association is operating efficiently, effectively and legally towards achieving its goals;
- Undertake diligent analysis of all proposals placed before the Board.

## *Role of the Secretary*

The Secretary is responsible for providing advice to Directors and Officers on corporate governance and regulatory matters, developing and implementing EPSA governance framework and giving practical effect to the Board's decisions.

## *Role of the Treasurer*

The Treasurer is responsible to the Board for the maintenance of the financial records of the Association, including the presentation of Audited Financial Statements to the Annual General Meeting. Further, the Treasurer is responsible for presentation of financial reports at other times as directed by the Chairman.

## *Board Composition and Size*

The Board should be comprised of persons with a broad range of interests, skills, expertise and experience to assist the Board in carrying on its activities.

The general attributes that Directors should bring to the Board include participation in the EPS industry, sound business judgement and a performance focus, broad strategic thinking, a collegial and team playing approach, a philosophical commitment to the objectives of the Association, a willingness and capability to devote the required time to the Board's affairs, and undoubted reputation and integrity. In addition, specific functional skills will be identified from time to time to complement the overall mix of functional skills of Board members.

There is a minimum of five and a maximum of ten board members, however there may be a resolution of the Annual General Meeting to vary these limits.

Members of a Sector Group or Sub-Committee have the right to appoint one of its Sub-Committee Members as a Representative Board Member.

The Board may unanimously appoint one or more Independent Board Members provided that the total number of Board Members does not exceed the maximum of ten.

## *Qualification of Representative Board Members*

Each Representative Board Member shall be the employee or director of a Corporate Member or Associate Member or, where the Corporate Member or Associate Member is an industry association, a member of the industry association's management committee (however named) but not an employee of that association. Corporate Members or Associate Members are limited to one Board Member only, unless the Board otherwise approves by unanimous resolution.

### *Term of Office*

Board members and Independent Board members are appointed for two year terms and can seek reappointment at the AGM, with the support of a minimum of three current Board members. If a vacancy is created on the Board, the relevant Sector Group may appoint a new representative to the Board. If the vacancy is created by an exiting Independent Board member, the Board can resolve to appoint a new independent Board member.

### *Avoidance of Conflicts of Interest of Directors*

To ensure their independence and absence of conflicts of interest, the Board's practice is that any Director with a material personal interest in a matter being considered by the Board must not be present when the matter is being considered, and may not vote on the matter, unless permitted by the Corporations Act.

### *Review of Board Performance*

The Board has processes in place to regularly review its composition and annually evaluates its collective and individual directors' performance and development needs. The reviews cover a range of issues including the Board's performance, processes and interaction with management and individual directors' specific contribution to the ongoing performance and strategic direction of the Association. External advisors and systems are used where appropriate.

### *Board Access to Independent Professional Advice*

The Board collectively, and each Director individually, have unrestricted access to Association records and information. The Board has a policy of enabling the Board collectively, and Directors individually to seek independent professional advice for reasonable Association related matters at the Association's expense. This is subject to the approval in advance of the Chairman, which is not to be withheld unreasonably, and in its absence, Board approval may be sought. Any such advice provided to individual Directors must be shared with the Chairman and the Board.

### *Directors' Indemnity and Insurance Cover*

The Association's Constitution provides an indemnity to present and past Directors. As with other insurable risks, the Association has insured Directors and officers against liabilities incurred in connection with their performance through their position with the Association except for a liability arising out of conduct involving wilful breach of duty or knowing contravention of the Associations Incorporation Act 1981. Each Director advises the Secretary in writing annually of any pending or likely liabilities that may impact the Association.

### *Director's remuneration*

No Directors receive remuneration from the Association. Out of pocket expenses relating to their director activities may be reimbursed by the Association on limited occasion with the approval of the Board.

### *Meetings of the Board and their Conduct*

The Board's scheduled meetings are at minimum four times during the year. The Board also meets whenever necessary to deal with specific matters requiring attention between scheduled meetings, and holds at least one annual meeting with its Sector Groups at the Annual General Meeting.

Scheduled meetings, including an annual strategic planning review with management, are used to monitor, challenge and fully understand the Association's business and operational

issues. Meeting agendas are determined by the Chairman and the Executive Director after considering advice from the Board, to ensure adequate coverage of strategic, financial and operating matters throughout the year. Details of meetings and attendances are set out in the Association's annual report.

Directors are kept aware of current and forthcoming issues regarding the Association's operations and performance through board papers circulated in advance of meetings, the Board's intranet site, participation in Sector Groups and the annual planning and strategy review forum. Board papers contain monthly and year to date financial and performance information compared with annual budgets. Papers relating to particular issues are also included and senior management invited to present and discuss these matters with the Board. The Board is committed to ensuring the interests of members are understood and addressed, in keeping with this governance statement. In addition to the continuous contact and feedback from members, the industry Sector Groups formally advise the Board and management on a range of issues affecting members. Each Sector Group is a formal consultative group contributing to the planning and review of Association programs and other issues.

The Sector Groups operate within their documented Charters, and:

Provide management and the Board, with detailed perspective on activities, projects and initiatives that impact on their respective members

- Assist in the identification of needs and priority setting for Association's programs;
- Participate in the development of strategic directions for the Association;
- Highlight opportunities for industry development and advocacy on behalf of members;

The Sector Groups comprise of members who bring to their respective Group the perspectives and expertise of their respective businesses. Each Sector Group meets with EPSA management regularly.



## EPSA Sustainability Statement

Sustainability is a core value of EPSA and our members. We believe that making a commitment to sustainability makes good business sense.

For EPSA, being sustainable involves the application of economic, social and environmental considerations to business decisions and activities. EPSA believes that these considerations will help drive long-term business success and allow successive generations to enjoy the benefits of a healthier planet.

### Sustainability and EPS

EPS products provide enormous energy and resource-saving benefits making it a sustainable and smart choice for packaging, building, construction and infrastructure. EPS is 100% recyclable and the manufacture of EPS uses less than 0.1% of global crude oil as a feedstock while delivering up to 200 times its own resource in thermal energy savings.

EPS packaging achieves significant transport savings compared to other packaging materials due to its light weight resulting in lower fuel consumption. Its exceptional cushioning and thermal properties result in lower damage rates and maintain a secure cold chain for temperature sensitive products.

EPS is one of the lightest of all construction materials allowing ease of handling and faster construction times. Its outstanding thermal insulation properties and durability ensure performance throughout the full lifetime of the building and construction applications in which it is used.

### Our Sustainability Principles

#### *Our Governance*

We make our decisions within comprehensive governance and risk management frameworks while seeking to continually improve our business processes.

We make ethical decisions by applying our values, sustainability principles and Code of Ethics, complying with relevant legislation and delivering on the commitments we make.

#### *Our Infrastructure and Resources*

EPSA and our members work to manage infrastructure and resources optimally for present and future reliability and with the highest standards of safety.

#### *Our Economic Value*

EPSA makes sound commercial and investment decisions, to deliver long-term business value and meet member and stakeholder expectations.

#### *Our Members*

We know that our members have a choice. We aim to be the first choice through understanding, responding and delivering sustainable solutions for industry.

We aim to be innovative and creative in developing services and solutions in response to the needs of our members to maintain and develop the use of EPS in packaging, building, construction and infrastructure.



### *Our Community*

We understand that we have the potential to impact on people through our activities. We:

- aim to have regular, open and transparent dialogue with our community;
- aim to make a genuine difference in the communities in which we operate; and
- work with our members, customers, stakeholders, suppliers and partners to contribute to a sustainable future.

### *Our People*

We know that our organisation is dependent on the quality of its people. We will:

- offer opportunities for our employees to grow and develop;
- reward, recognise and value employee contribution;
- listen and engage with our employees and maintain sound employment relations;
- ensure a diverse and equitable workplace; and
- provide a safe and healthy working environment.

### *Our Environment*

EPSA is committed to environmental stewardship encompassing recycled content, life cycle analysis and continuous improvement in manufacturing efficiencies. The removal of EPS waste from the environment for recycling and reuse is a core priority for EPSA. EPSA is committed to the development of EPS solutions to climate change through the superior thermal resistance, durability, cushioning and versatility of EPS products.



## EPSA Directors

### **Simon Pickett: President - EPSA**

#### **Chief Executive Officer - Polyfoam Australia**

Simon was elected President of EPSA in June 2012 and has previously served as Chairman of the Packaging Group. Simon is the CEO and Executive Director of the Polyfoam Australia Group of companies and is also a non-executive director of some Foamex Group companies.

Simon has literally grown up with the EPS industry and has been involved with every aspect. From packing boxes during the school holidays to tool changes, dispatch and transport, machine tuning and fault repair to plant design and construction.

Simon completed two years of applied chemistry at Royal Melbourne Institute of Technology before changing over to a Bachelor of Technology at Swinburne University. Simon's current role is administration and strategic planning for both Polyfoam and Foamex.

### **Nigel Ash: Vice President – EPSA & Chairman – Raw Materials Group**

#### **Managing Director –Loyal- Expanz International**

Nigel commenced in his role as Vice President of EPSA and Chair of the Raw Materials Group in July 2009. Prior to this, Nigel was a raw material supplier representative on the REPSA Packaging Committee, representing both Expanz International and previously, Huntsman Chemical Company Australia.

Nigel is presently the Managing Director of Loyal-Expanz International, a supplier of raw materials and services to the Australian EPS industry sector.

Prior to acquiring the Expanz International business in 2007, Nigel's senior management positions included General Manager of Huntsman Chemical Company composites division and Business Manager of Huntsman Chemical Company EPS division. His 25 years' experience with Huntsman Chemical Company included roles in manufacturing, sales, technical and commercial throughout Australia and New Zealand.

Nigel holds a Bachelor of Engineering (Chem) from The University of Melbourne.

### **Andrew Cottrell**

#### **Treasurer – EPSA & Chairman – Packaging Group**

#### **Managing Director – AndPak**

Andrew is the Chairman and Managing Director of Andpak (Aust) Pty Ltd, a EPS Company with sites in Mildura and Toowoomba, Andrew has been on the board and involved in the EPS industry for over 15 years.

Andrew has completed a Bachelor of Business in Administration and is currently a Director of their Family Farming Company, and of the Wentworth & District Community Bank.

**Justin Kelsey**  
**General Manager – Foamex Group**

Justin commenced his role as Treasurer of EPSA and Chair of the Pod Group in October 2015. Prior to his appointment, Justin has worked in many areas of the EPS industry, from marketing and sales to managerial roles.

Justin completed two years of Information Systems at Deakin University before changing over to Bachelor of Marketing at Royal Melbourne Institute of Technology.

Justin is currently the General Manager of Foamex Group's Victorian and South Australian locations.

**Mike O'Brien**

**Chairman – Block Group | General Manager – National Polystyrene Systems (until Dec 2020)**

Michael has held management and developmental positions in the Expandable Polystyrene Industry for the past 33 years. This journey has encompassed involvement in the following client industries: fruit and vegetable farming, seafood packaging, domestic housing and insulation, road and bridge works, insulative sandwich panel, pontoon/marina construction, pleasure boat building, commercial facades and theming et al.

His current role is as General Manager of National Polystyrene Systems which is a major player in the Queensland and Victorian EPS markets.

Michael has been involved either directly or indirectly with the national EPS Group since 1992, and became chairman of REPSA (Forerunner of EPSA) in year 2000. In that year, REPSA hosted the first International Recycling Conference in Australia, with representatives from Asia, India, Europe and the United States. The event was held at the Gold Coast and involved meetings, educational presentations and displays from all sectors of the Industry.

***Mike retired from working life and the EPSA Board in December 2020.***

**Jason Roberts**

**Chairman – Pod Group**

**Managing Director - Pod Slab Sales**

**Appointed August 2019**

With a background in Carpentry, Building, Building Supplies, Reinforcement and Concreting – Jason Roberts has over 20 years experience in all aspects of the building and construction industry.

Jason is currently managing director of Pod Slab Sales, based in NSW and specialising in EPS recycling, waffle pods and reinforcing mesh. He joined the EPSA Board in August 2019.



## **Scott Lehn**

### **Chairman – Block Group**

#### **General Manager - NRG Building Systems Australia**

Appointed October 2019

Scott has been the general manager of NRG Building System, an EPS Manufacturing company with sites in Yatala, Murwillumbah and Coolaroo.

Scott has been employed with NRG for 18 years and has 31 years experience in the Building Construction Industry .

Scott is currently on the Standards Australia technical committee for EIFS standard.

## **Becher Townshend: Executive Director and Public Officer | EPSA**

Becher Townshend is the Managing Director of Font and he draws together nearly two decades as an award winning state political reporter and public relations professional.

He has been recognised by his peers winning Media Entertainment and the Arts (MEAA) Awards for Excellence in Business and Tourism Reporting as well as Public Relations Institute of Australia (PRIA) awards for his crisis management and campaigning skills.

Primarily focussed on strategic communications advice to business, the community sector, government business enterprises and local government, Becher is one of Tasmania's leading advisors for crisis media, reputation management, government relations and media training.

Becher has been recognised for his leadership skills winning the Commonwealth Bank Small Business Award as well as being a finalist in the inaugural Tasmanian Business Leader Awards.

He has a Bachelor of Arts in Politics and Administration from the University of Tasmania, is a Member of the Public Relations Institute, the Australian Marketing Institute and a Fellow of the Australian Institute of Management.



## Directors' Report

### Meetings Attended

Director	Eligible Meetings	Number Attended
Simon Pickett	10	9
Nigel Ash	10	9
Justin Kelsey	10	8
Andrew Cottrell	10	8
Jason Roberts	10	5
Scott Lehn	10	10
Michael O'Brien	5	5

### Indemnifying Officers and Auditor

During the financial year the Association has given an indemnity or entered into an agreement to indemnify, or paid or agreed to pay insurance premiums as follows:

The company has paid premiums to insure each of the directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the Association, other than conduct involving a wilful breach of duty in relation to the Association.

#### *Proceedings on behalf of the Association*

No person has applied for leave of Court to bring proceedings on behalf of the Association or intervene in any proceedings to which the Association is a party for the purpose of taking responsibility on behalf of the Association for all or any part of those proceedings. The Association was not a party to any such proceedings during the year.

#### *Auditors' independence declaration*

The lead auditor's independence declaration for the year ended 30 June 2021 has been received and can be found on page 21 of the annual report.

## Directors' Declaration

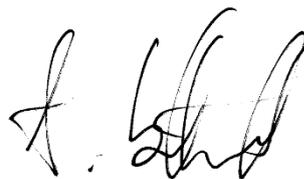
The Directors of the Association declare that:

1. the financial statements and notes, are in accordance with the *Victorian Associations Incorporation Act 1981*, and
  - a. comply with Australian accounting standards; and
  - b. give a true and fair view of the financial position as at 30 June 2021 and of the performance for the year ended on that date, of the Association.
2. In the Directors' opinion, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of Directors dated 13 day of October 2021.



Simon Pickett  
Director



Andrew Cottrell  
Treasurer

## Independent Auditors' Declaration



## Audited Financials





## Appendix 1: EPSA Corporate Member Directory

**ANDPAK**

 **FLEXI-FOAM**

 **FOAMEX**  
innovative polystyrene

  
**hunterpods**

**INSULFOAM**

 **INDEPENDENTPODS**  
AUSTRALIA

**LEX LOYAL-EXPANZ**  
International Ply Ltd

 **NORFOAM**



## Appendix 2: EPSA Associate Member Directory



**Simpler, Faster, Better**





expanded polystyrene  
australia