

## The Coventry & Solihull Waste Disposal Company Limited

### Board of Directors

The Directors of The Coventry and Solihull Waste Disposal Company Limited (CSWDC) are as follows:

Non-executive	B Hastie	Nominated by Coventry City Council
	P Johnson	Nominated by Solihull Metropolitan Borough Council
	R Gray	Independent - Chairman
Executive	K Starkey	Managing Director
	C Penson	Finance Director and Company Secretary

The Chairmanship of the Board is held by the independent non-executive director.

**Barry Hastie** is currently the Director of Finance and Corporate Services at Coventry City Council. He has spent the majority of his career in local government managing a wide range of public services with a focus on finance. In addition he is the City Council nominated director on a number of council owned and joint venture companies as well as a trustee of the Sidney Stringer Multi Academy Trust.

Barry is a qualified accountant and a member of the Chartered Institute of Public Finance and Accountancy (CIPFA).

**Paul Johnson** has been the Corporate Director of Resources and Chief Financial Officer at Solihull Metropolitan Borough Council since 2008. Prior to this he has worked at four other local authorities across Nottinghamshire and Leicestershire and has over 30 years' experience in public sector finance.

Paul is a member of the Chartered Institute of Public Finance and Accountancy and is a member of the West Midlands Pension Board and a governor at Thringstone Primary Academy in Leicestershire.

**Richard Gray** graduated in 1975 with an Honours degree in mechanical engineering and has worked for companies in the private sector in engineering and general management positions.

Richard joined CSWDC in February 2007 as Technical Director and became Managing Director in April 2008. After overseeing a significant period of growth in the business, Richard retired in September 2015.

Richard graduated with a BSc Hons in Mechanical Engineering and is a Chartered Engineer, a Fellow of the Institution of Mechanical Engineers, a Member of the Chartered Institution of Wastes Management and holds the National General Certificate in Occupational Safety and Health.

**Karl Starkey** leads the Senior Management Team of CSWDC and is responsible to the Board of Directors which in turn is responsible to the Local Authority Shareholders.

The role carries ultimate responsibility for the performance of CSWDC and includes regular reviews of plans and performance with representatives of the Shareholders. Also as Managing Director, Karl guides the Management team through the entire energy from waste process including strategic management, environmental issues, developing resources to achieve strategic growth targets and managing costs through clear commercial focus on business operations.

**Chris Penson** qualified as a Chartered Accountant with KPMG in 1990 and gained experience in audit, taxation, corporate finance and corporate recovery. Chris has worked in the private sector since 1995, taking on a variety of senior finance roles.

Chris joined CSWDC as Finance Director in 2009, assuming responsibility for the financial performance of the Company, including regular reviews of the company's plans and performance with the board and representatives of the shareholders. Chris is responsible for all aspects of financial management and administration including the supervision of the accounts team covering all aspects of day-to-day administration and financial control, as well as taking responsibility for all company secretarial matters.

Chris graduated with BA (Hons) and is a member of the Institute of Chartered Accountants in England and Wales and an Associate Member of the Chartered Institute of Wastes Management.

## Senior Management Team

The Senior Managers of the Company are:

B Millard	Engineering Manager
C Douglas	Plant Operations Manager
R Scawin	Environment and Performance Manager
R Sahota	Financial Controller

Biographical details of the Senior Managers:

**Ben Millard** graduated in 1997 with an Honours degree in Mechanical Engineering and began his working life as an engineer on an Energy from Waste plant. He has since spent several years working for major international companies in both the power and waste management sectors, holding engineering management positions in large power plants and energy from waste projects.

Ben was appointed to the role of Engineering Manager at CSWDC in 2014. He leads the company's Maintenance and Project Engineering Teams, delivering maintenance and overhaul of the plant and the capital project programme. He is a Chartered Engineer and a Member of the Institution of Mechanical Engineers.

**Chris Douglas** began his working life serving an electrical technician apprentice, before working in various electrical technician positions in the private sector. Chris took up the position of Control and Instrumentation Engineer with CSWDC in 1996 and in 1999 he was promoted to Electrical Control and Instrumentation Engineer.

Chris was appointed Plant Operations Manager in 2006, a position in which he takes responsibility for the Plant Operations function. This includes compliance with all environmental and statutory legislation along with achieving production targets and meeting the day to day requirements of the business.

Chris's holds an ONC BTEC in Electrical Engineering, an HNC BTEC in Electrical Engineering and is an Associate Member of the Chartered Institute of Wastes Management.

**Richard Scawin** began his career in maintenance and project management and after working both at home and overseas for a number of years he took up a position of Environmental Manager with responsibility for operational services.

Richard took up his role with CSWDC as Environment and Performance Manager in 2002 and with responsibility for the environment, health and safety legislative compliance of the Company. This includes compliance with all environmental legislation and performance of the plant to ensure its ability to meet the changing requirements of legislation and the business as well as compliance with the Waste Incineration Directive and authorisation under the Environmental Permitting legislation. Richard is also responsible for the efficient management and operation of

the Household Waste Recycling and Re-use Centre operated on behalf of Coventry City Council.

Richard's holds an OND in Technology, a degree in Mechanical Engineering, a NEBOSH Diploma in Environmental Management, a NEBOSH Certificate in Occupational Health & Safety and is a Member of the Chartered Institution of Wastes Management.

**Ranvir Sahota** has worked for several years in various finance positions in the private sector.

Ranvir joined CSWDC in 2008 as Management Accountant and was promoted to the role of Financial Controller in 2012. Ranvir leads the finance department team and takes responsibility for all activities in finance and IT.

Ranvir is a member of the Chartered Institute of Management Accountants.