

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
	A Felton	Nominated by Solihull Metropolitan Borough Council
	R Gray	Independent - Chairman
Executive	K Starkey	Managing Director
	D Truelove	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 Resources 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).

Andrew Felton has been the Corporate Director of Resources and Chief Financial Officer at Solihull Metropolitan Borough Council since January 2024. Prior to this he worked at two other upper tier local authorities in Warwickshire and Staffordshire County Councils. Andrew has 30 years' experience in public sector finance and transformation.

Andrew is a member of the Chartered Institute of Public Finance and Accountancy.

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 joined CSWDC in 2015 and is a Chartered Energy Engineer with extensive management experience within the Power and Energy from Waste industries. Professionally qualified in Electrical Engineering and Occupational Health and Safety. Karl 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.

David Truelove has worked in various financial and management roles in the private sector since 1997 and qualified as a member of the Chartered Institute of Management Accountants in 2000.

David joined CSWDC as Finance Director in 2024, 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. David 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.

Senior Management Team

The Senior Managers of the Company are:

S Barnett	Engineering Manager
P Burgess	Plant Operations Manager
E Price	Environment and Performance Manager
R Sahota	Financial Controller

Biographical details of the Senior Managers:

Stuart Barnett began his career as an engineering apprentice, gaining hands-on experience in both mechanical and electrical engineering disciplines. He went on to hold a variety of engineering roles within Mobil and BP Oil, where he developed a strong foundation in industrial operations, maintenance, and reliability practices within high-performance environments.

Stuart first joined the business in 2014 as the Electrical Engineer, where he was responsible for leading the EC&I (Electrical, Control & Instrumentation) team. In this role, he played a key part in maintaining plant reliability, ensuring compliance with safety standards, and supporting the integration of control systems across the site.

Stuart was appointed to the role of Engineering Manager at CSWDC in 2024. He leads the company's Maintenance and Project Engineering Teams, delivering maintenance and overhaul of the plant and the capital project programme.

Stuart holds an HNC in mechanical engineering, HND in mechatronics and many other vocational qualifications in fabrication and welding.

Phil Burgess began his career as a technician apprentice before moving into technical procurement. Following this he worked in various electrical technician positions for the Ministry of Defence. Since 2007 Phil has worked in the power generation industry working for major international companies, holding both senior operational and plant management positions.

Phil was appointed to the role of Plant Operations Manager in 2022, 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.

Phil holds an HNC in Electrical and Electronic Engineering.

Elaine Price has an honours degree in Chemical Engineering and a masters in Environmental Chemistry. She also has a Diploma in Management Studies, a City & Guilds in Combustion Plant, as well as a NEBOSH Certificate in Occupational Health & Safety and IOSH qualifications. Elaine is a Member of the Institute of Chemical Engineers.

Elaine has worked as an Operations Manager of blast furnaces, waste incinerators, EfWs and pharmaceutical and chemical production plants. She has also worked at the Environment Agency in EfW regulation.

Elaine was appointed to the role of Compliance and Performance Manager at CSWDC in 2019 with responsibility for the environment, health and safety legislative compliance of the Company. Elaine 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.

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.