

# 2025

# Annual Review

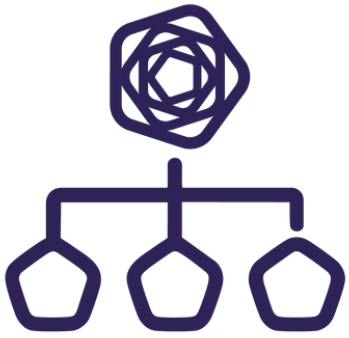
fpa
FOODSERVICE
PACKAGING
ASSOCIATION

# ABOUT THIS REVIEW

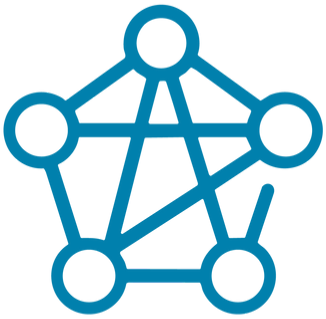
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**Better informed**



**Better represented**



**Better networked**

This is the first time in its history the Foodservice Packaging Association has published an Annual Review. Its aim is to provide clarity on the association's progress.

This is not an exhaustive operational report, but a transparent reflection of our work – covering the association's activity, progress, and achievements across the 2025 calendar year.

Our thanks to all the committee volunteers and the FPA Team who have worked tirelessly to deliver against the strategic objectives outlined within its pages.

The review straddles the period prior to and following the appointment of Mike Revell as the FPA's Executive Chair and reflects the association's renewed commitment to openness and enhanced member value.

We hope you enjoy reading it.

**The FPA Board**

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*all financial information can be viewed in the member-only version of this document within the FPA Member Hub of the FPA website

# INTRODUCTION



2025 has been an action-packed year for the FPA. Having been asked by a number of FPA members to stand for the role of executive chair I was voted in at the EGM in May and started in post at the beginning of July.

Members were clear: they wanted stronger representation, better information, and greater opportunities to connect – themes that have subsequently shaped the FPA's strategy for the remainder of the year

This Annual Review outlines our progress against these objectives and sets an ongoing precedent for transparency and member engagement.

During 2026, we are preparing a number of significant enhancements, including the recruitment of a CEO to bolster FPA leadership and operational capacity.

My tenure as Executive Chair expires in November 2026, and I am confident that the association will be on a stronger footing as we look to the membership to vote in a September election.

A heartfelt thank you to all our members for your ongoing support and commitment. We couldn't have done it without you!

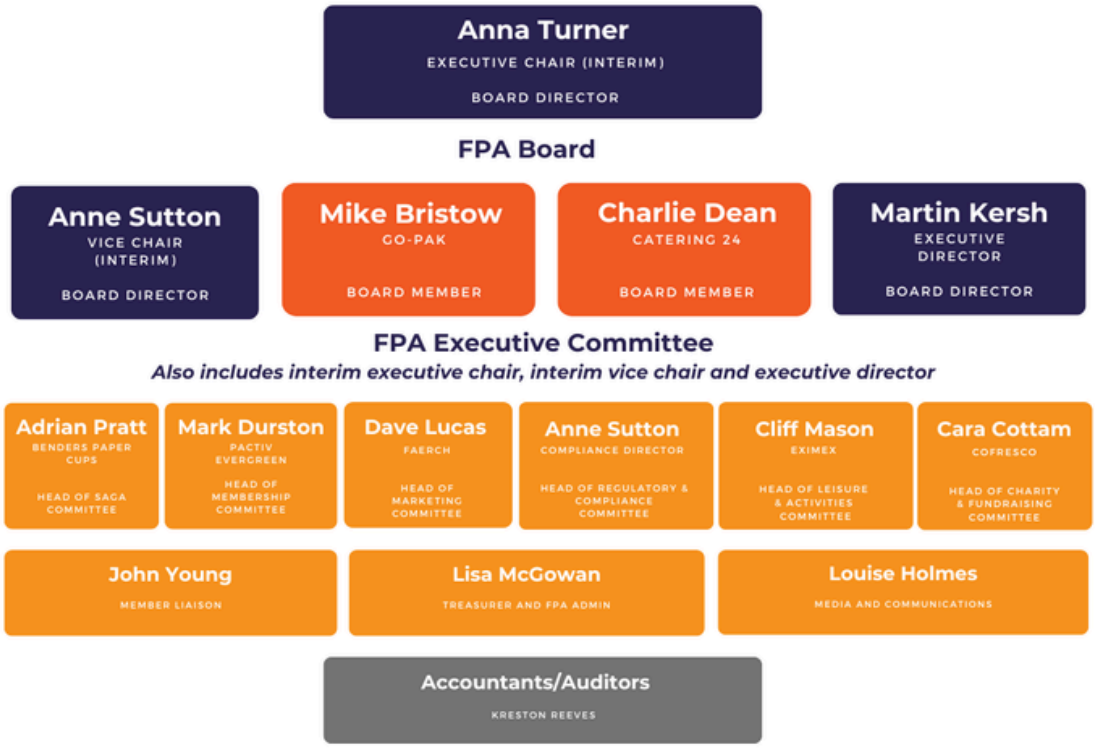


**MIKE REVELL**
**FPA EXECUTIVE CHAIR**

# GOVERNANCE

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## Organisational structure at the beginning of 2025




## Organisational structure post July 2025



# GOVERNANCE

## THE STRENGTHENED FPA BOARD OF DIRECTORS

06



**MIKE REVELL**

Executive chair



**PAUL SYNNOTT**

Vice chair



**ANNE SUTTON**

Compliance director



**DAVID OATES**



**ANNA TURNER**



**JUSTIN TURQUET**



**CHARLIE DEAN**



**DAVE LUCAS**



**PAUL SMITH**

# GOVERNANCE

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## Proposed organisational structure for 2026




The new 2026 structure will see the Association ultimately overseen by its members, with the CEO managing all day-to-day activities and reporting to the FPA Board via the Executive Chair.

External advertising for the role will commence immediately after the AGM, with a view to making an appointment within four weeks and having the new CEO in place by the beginning of June 2026.

# FPA COMMITTEES

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## REGULATORY AND COMPLIANCE

### COMMITTEE HEAD: ANNE SUTTON

**Members: Nikki Grainge and Karen Neal**

Administers an independent and conidential procedure for unsubstantiated packaging claims and breaches – working with the FPA's Primary Authority Partner to hold offenders to account.

## SUSTAINABILITY AND GOVERNMENT AFFAIRS (SAGA)

### COMMITTEE HEAD: ADRIAN PRATT

**Members: Anne Sutton, Mike Hanson, Neil Whittall, Louisa Goodfellow, Justin Turquet, Ashleigh Taylor, Will Mercer, Libby Coe, Richard Inskip**

Reviews the latest legislation and regulations relating to materials deployed by members; advises on policy; challenges decisions made by central and devolved governments and helps set FPA policy.

## CHARITY AND SOCIAL

### COMMITTEE HEAD: CARA COTTAM

**Members: Cliff Mason, Jim Harris, Billy Cook**

Organises the annual FPA Golf & Activities day and arranges fundraising in support of othe FPA's chosen charity, WasteAid.

## MEMBERSHIP

### COMMITTEE HEAD: MARK DURSTON

**Members: Chris Castle**

Ensures a strong pipeline of potential members and advises on the suitability of potential new members – ensuring all members comply with the FPA Code of Practice and the FPA Charter.

# KEY 2025 ACHIEVEMENTS



**01** 403 calls fielded by the FPA Compliance Team

**02** 26 complaints logged by Trading Standards resulted in visits to businesses

**03** 50 non-compliance challenges raised by the FPA (38 against non-members 12 against members)

**04** 24 false environmental claims withdrawn and 8 banned items removed from sale

**05** 1 ASA case opened against a non-FPA member and in an advanced stage of investigation

**06** 2 FPA member guides published: for pEPR and for environmental claims

**07** 51 issues of the FPA Friday Digest published

**08** 4 editions of the FPA Connect distributed

**09** 7 new FPA members welcomed

**10** 70 pieces of media coverage achieved and 655 new LinkedIn followers gained

**11** New improved website went live incorporating a member and product supplier search functionality

**12** Launch of a new gated FPA Member Hub with personalised dashboards and member-exclusive resources and guides

# 2025 EVENTS



## FPA GOLF & ACTIVITIES DAY




Over 100 members and guests participated in the 2025 FPA Golf & Activities day, which took place at Staverton Park and Whilton Mill on 12 June. An ever-popular networking day, the event also raised just under £5000.

## FPA ENVIRONMENT SEMINAR

Opened by Mary Creagh, Parliamentary Under-Secretary of State at Defra, the FPA Environment Seminar is the association's key annual educational event. The speaker lineup consists of industry and policy experts and the panel discussions are always lively. The event is lossmaking, but the primary aim is to keep members informed and encourage debate.









## FPA 2025 AWARDS

Our flagship event of the year, the FPA 2025 Awards attracted 385 members and their guests and generated £87,500 in income through sponsorship and ticket sales. The Awards remains our primary source of funding – enabling the association to continue its work.

# FUNDRAISING

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WasteAid is the FPA's charity of choice. Its mission to 'create a world where waste causes no harm, and people are empowered to recover its value' is well worth supporting. To learn more about the work the charity does watch this short video or visit the WasteAid website




## 2025 DONATION

The ongoing generosity of our members enabled us to present the FPA's chosen charity WasteAid with a cheque for £8,000, representing the funds collected from the FPA Awards and other FPA events and fundraising activities taking place during the year.



# PROGRESS TO DATE



*Since taking on the reins on the 1st July last year, the FPA Board and I have been focused on building on the great achievements to date and on working towards delivering against the four pillars I presented during the EGM.*

**Mike Revell, FPA Executive Chair**

## PILLAR 1

### FINANCES

**Review existing procedures**

**Implement budgetetary controls across all areas**

**Scope a 2026 budget**

## PILLAR 2

### FPA BOARD

**Strengthen the FPA Board with the appointment of an additional six members to reflect a broader representation of the membership**

## PILLAR 3

### AWARDS

**Review the event structure and location of the annual FPA Awards**

## PILLAR 4

### MARKETING

**Review internal and external comms processes**

- Budgetary controls are now in place and a budget has been agreed for 2026.
- Six new FPA Board appointments have been made, taking the total to nine.
- The FPA Awards have been reviewed and two new Awards added. A further review will take place following the 2026 Awards in March.
- The marketing committee has been disbanded and internal and external comms have had a brand refresh, with the 'FPA Insider' introduced for important member-facing communications.

# 2026 STRATEGY



**The FPA's 2026 strategy reflects the pledges made by the association's executive chair when he was elected to the post by FPA members at the EGM last year. In addition to building on the achievements to date, it focuses on strengthening the leadership to more closely represent the breadth of the membership and to encourage the next generation to be part of taking the association forward through committee membership.**

### New FPA Constitution

The original Constitution was no longer fit for purpose, leading to engagement with specialist governance experts to rewrite an updated replacement. This document was put before the FPA Board for approval at the AGM in February 2026.



### Improved financial oversight

A monthly review process has been put in place and a formalised budget created to ensure all spending is planned and agreed in a timely manner.



### New CEO

A new CEO position is being created with a view to recruiting a suitable individual to be in post by June 2026.

### FPA Board

Having already appointed six new FPA Board members, we will continue to ensure that the leadership of the association reflects its membership.

### Committees

We plan to increase the membership of all committees to suppor succession planning and encourage the next generation to get involved and make their mark on the future of the association.

### FPA Accreditation Scheme

Launch the new FPA Accreditation Scheme in April 2026 to support best practice across the industry.



# 2026 STRATEGY



### Compliance

Further develop the FPA's compliance processes to support members, and continue working closely with the association's Primary Authority Partners to hold non-compliant businesses to account.



### Membership

Implement a new membership process in Q3 to improve onboarding and increase member engagement with the FPA Member Hub.



### FPA Friday Digest

Further develop the Friday Digest as a key external communication tool with a reach that encompasses Defra, PackUK and other stakeholders.

### FPA Insider

Launch the FPA Insider as a dedicated, member-only communication channel.

### FPA Connect

Continue to evolve FPA Connect to showcase the achievements of members and share insights about the association, its leadership and its activities.



### Influence policy

Ensuring members' voices are heard through active engagement with the Packaging Federation Steering Group, the APPG for Packaging in the Circular Economy, and through individual monthly meetings with PackUK.

# THANK YOU

2025

## FOR YOUR ONGOING SUPPORT

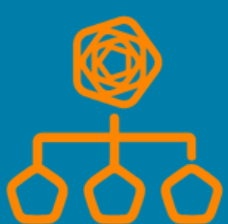
## WANT TO GET INVOLVED?

**IF YOU ARE INTERESTED IN CONTRIBUTING TO THE FPA BOARD OR TO ONE OF OUR COMMITTEES PLEASE EMAIL:**

**MIKEREVELL@FOODSERVICEPACKAGING.ORG.UK**



Better informed



Better represented



Better networked