



CHEMTrust

Protecting humans and wildlife
from harmful chemicals



TRUSTEE

Appointment Brief • May 2024

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WELCOME

Every single continent and ocean on Earth is polluted with harmful synthetic chemicals. Some of the chemicals come from the past, but many others are still being manufactured, and are even now used in everyday items such as children's toys, food packing and water-repellent clothing.

Chemical pollution is a problem as pervasive and complex to reverse as climate change. Tackling this issue is vital not just for our own health, but also for wildlife. The stakes are high. Without action in this area, we run the risk of leaving a growing toxic legacy to our children, grandchildren, and the natural world of which we are all part.

CHEM Trust focuses its work on preventing this pollution. We bring together science and policy to identify the chemicals that need to be controlled and the best way to do this. We collaborate closely with other environmental and health groups to drive this positive change for people and nature.

Our main area of attention is EU level policy. Even though many improvements are needed, this is the region that has the most effective chemicals policy system and EU regulations shape other regulatory systems around the world. We do this work in association with our German partner, CHEM Trust Europe eV, as well as EU-wide groups such as the European Environment Bureau. We also work in the UK to keep it closely aligned with the EU system. At the global level we work to deliver improvements to global chemicals management, inspired and informed by the work already done at the EU level.

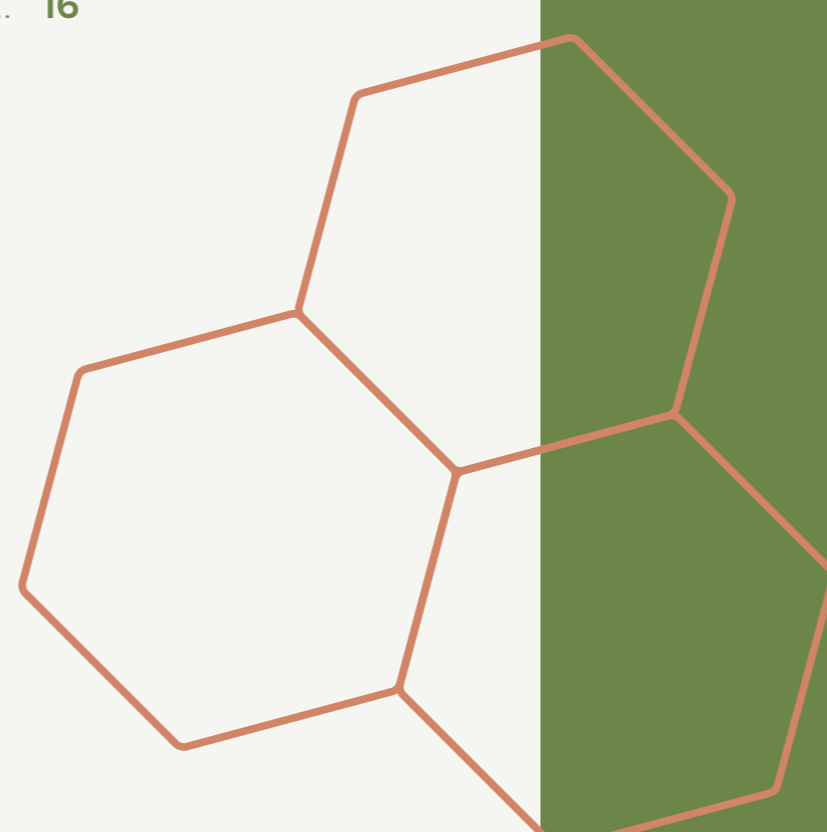
Since 2007, we have shaped chemicals policies, and are seen as trusted partners. We have a good reputation with experts, scientists, other charities, and industry. Many of our wonderful funders recognise the unique and vital work that we do and support us year in and year out. Our continued work will ensure that tackling this pollution stays high up the policy agenda post UK and European elections.

This is a formative time to join us. We have grown considerably in recent years and now employ an amazing team of 12 people in the UK and a group of experts within the EU. I am a new Chair and we are just finalising our new strategy, so you'd be coming in at a pivotal moment for the organisation. There's a real opportunity to use your skills and experience to shape the next stage of our development and growth.

We are currently looking for new Trustees who bring diversity of experience and skills to increase our impact and strengthen our resilience. If you have experience in philanthropy, finance, law, or HR, we'd be particularly keen to hear from you.

You'll be part of a friendly board and organisation that punches well above its weight, carrying out internationally important work that is done nowhere else in the UK. Thank you for considering a Trustee role at CHEM Trust, we look forward to meeting you.

Sharon Darcy
Chair



ABOUT US

Founded in 2007, CHEM Trust's overarching aim is to prevent synthetic chemicals from causing long term damage to nature or humans, by ensuring that chemicals which cause such harm are substituted with safer alternatives.

We work to influence UK, European and international policy makers to regulate and substitute the use of harmful chemicals in everyday products, such as clothing, computers, food packaging, furnishings, toys, toiletries, and cosmetics.

We are the leading technical chemicals, health and environment organisation in the UK and, with our partner organisation CHEM Trust Europe eV, we are an influential member of the coalition of environment and health groups working at EU level to reduce the harm caused by chemical pollution. We have a particular focus on those chemicals which can disrupt the delicate process of development in people and nature.



OUR VISION

CHEM Trust's vision is a world where wildlife and humans co-exist with a sustainable chemical industry, and where chemicals play no part in causing impaired reproduction, deformities, disease, or deficits in neurological function in humans or wildlife.



ABOUT OUR WORK

To protect people and nature CHEM Trust highlights the scientific research linking exposure to chemicals with harmful effects on health – thereby leading to improved implementation of existing chemicals policy, and where necessary, improvements in chemicals regulation.

CHEM Trust's particular concerns are related to endocrine disrupting chemicals (abbreviated to EDCs and sometimes known as hormone disrupting chemicals), chemicals that last for a long time and are very mobile in the environment, the cocktail effect of chemicals and the role of chemical exposures in the early life of humans and wildlife.

Working at the intersection of science, policy and advocacy we are committed to engaging with policy makers and the scientific, environmental and medical communities to raise the level of dialogue concerning the role of chemicals in causing adverse effects in people and nature. We work in wide ranging coalitions, to harness the drive for improved chemicals policy and regulation.

Our Theory of Change

CHEM Trust's focus is the science-policy interface, making sure that the science on hazardous chemicals is effectively translated into policy action in the shortest possible timeframe.

Our analysis is that laws are the most effective way of reducing the release of harmful synthetic chemicals, as they drive the whole market to develop and use safer alternatives. Chemicals are used throughout our economy, within complex and international supply chains, and regulations are the only effective way to address this.

We particularly focus on EU-level regulation as the EU is the biggest single market in the world covering over 500 million people, and these regulations already have a global impact. By improving the effectiveness of these regulations, we can impact the global use of hazardous chemicals.

Part of our strategy to achieve our goals is working in coalition with other environment, health and consumer NGOs, particularly at EU-level and in individual EU Member States.



Our approach includes:

- Working with scientists, regulators and others to identify harmful chemicals and groups of chemicals and to highlight that impacts from harmful chemicals are an urgent and growing problem that needs to be addressed
- Encouraging regulators to regulate these chemicals as a solution to the problem
- Identifying improvements that can be made to chemical laws and advocating for these changes
- Working with the democratic and technical processes of the EU, UK and globally, in coalition with NGOs, scientists and other stakeholders, to improve chemical laws and control of hazardous chemicals
- Monitoring the implementation and enforcement of chemical laws, in association with other NGOs, to ensure that they have the desired impact





Chemical pollutants in the environment

Chemical pollutants related to human activities find their way into the natural environment via many routes: effluents from wastewater treatment plants connected to households, hospitals, and businesses; runoff from fields, roads, and airports; air and water emissions from factories and waste treatment sites. Chemical pollutants accumulate in soils, rivers and the deep ocean, exposing wildlife throughout the food chain to a cocktail of hundreds of substances.

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| <p>1 Everyday chemicals from clothes, detergents, cosmetics etc. emitted in sewage water from households</p> <p>2 Pharmaceuticals emitted in sewage water from hospitals</p> <p>3 Chemical contaminants discharged into rivers and the sea from wastewater treatment plants</p> <p>4 Pesticides, fertilisers and biosolids contaminate soil, rivers, and groundwater from agriculture</p> | <p>5 Veterinary drugs and rodenticides used in farms contaminate soil, water, and fauna</p> <p>6 Car tire leachates contaminate soil and rivers from road runoff</p> <p>7 Industrial chemicals emitted into the air and wastewater from industrial sites</p> <p>8 PFAS contaminates soil and water from firefighting foam used at airfields</p> | <p>9 Synthetic chemicals contaminate soil and water from landfill leachates</p> <p>10 Chemical pollutants emitted into the air from incinerators</p> <p>11 Pesticides and veterinary drugs contaminate the sea from aquaculture farms</p> <p>12 Process chemicals, such as lubricants, contaminate the sea from oil rigs</p> <p>13 Chemical contaminants, such as surfactants and biocides, are released into the sea from shipping</p> |
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OUR STRATEGY

We are currently in the process of reviewing and setting out our next organisational strategy, which will run from 2025 to 2030.

CHEM Trust will continue to engage with scientists, industry, regulators and those developing chemicals policy, utilising our existing reports and new research and analysis to affect positive change. Continuing to build strong and impactful coalitions with different NGOs will be an important strand of our next strategy.

CHEM Trust has grown considerably in recent years, so we are continuing to develop our internal policies and processes. This includes developing our financial, IT and HR management systems to ensure we have the right people and resources in place to deliver our mission.

OUR PEOPLE

CHEM Trust and our partner organisation CHEM Trust Europe eV has a team of eighteen staff in four different countries.

The team are made up of a range of highly qualified scientists alongside UK and EU policy experts, fundraisers and chemical campaigners.

To read more about our passionate and dedicated team, [please click here](#).

OUR FINANCES

The total income for CHEM Trust (UK) for the year ending December 23 (subject to Audit) was £1.2m, an increase on the previous year. Our expenditure was £1.09m and at year end December 23 general fund reserves totaled £980,000, designated funds £150,000 and restricted funds £156,000.

We are the only UK charity focusing solely on the fact that chemical pollution represents an ever-increasing threat to our health and planet. As such we, present a unique opportunity for funders to invest in an area which will be of lasting benefit for human health, wildlife, and the environment.

Although funding for chemical pollution makes up a very small percentage of environmental funding annually, CHEM Trust has grown in recent years. This is made possible in large part because we have long-term visionary and catalytic funders who understand that policy change in our field of work can take a long time. Funders such as Esmée Fairbairn Foundation, Oak Foundation and The Schroder Foundation fund our work alongside previous funders such as WWF, Greenpeace and Garfield Weston Foundation.

CHEM Trust's income comes from UK, US, European and Asian charitable foundations and we also receive German Government funding. We do not receive any funds from corporate sources.

For further information on our funders, including a breakdown on where our funding comes from, [please click here](#).

To read our latest annual report, [please click here](#).



Chemical pollutants in the home

Within our homes and our daily lives we are exposed to hundreds of chemicals from multiple sources, such as flame retardants in soft furnishings, phthalates in plastic food packaging, or PFAS in cosmetics. Yet most chemical safety regulations completely ignore the fact that we are being simultaneously exposed to a cocktail of hundreds of substances from a diversity of sources.

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| 1 PFAS chemicals in waterproof clothing | 9 PCBs, dioxins, PAHs found in disposal nappies | 15 Flame retardants in furniture and mattresses |
| 2 Siloxanes, parabens, and many others in shampoo, shaving foam, deodorants | 10 Phthalates, flame retardants and bisphenols in children's toys | 16 Unknown and unwanted chemicals in recycled products |
| 3 Oxybenzone UV filter in sunscreens | 11 Flame retardants in virtually all electronics | 17 Bisphenols in till receipts |
| 4 Phthalates, parabens, many others in makeup | 12 Phthalates, and thousands of secret compounds, in fragrances found in air fresheners, cleaning products, cosmetics, soaps | 18 Phthalates and many other plastics additives in food packaging |
| 5 PFAS in nonstick cookware e.g. frying pans | 13 Pharmaceuticals and other contaminants in drinking water | 19 PFAS in microwave popcorn bags, bakery bags and compostable food packaging |
| 6 Triclosan in antibacterial handwash | 14 Tattoo inks can contain a mixture of thousands of harmful chemicals | 20 Phthalates, flame retardants and volatile organic compounds in vinyl flooring |
| 7 BPA in some plastic water bottles and food can linings | | |
| 8 Pesticide residues in foods | | |



OUR GOVERNANCE STRUCTURE, TRUSTEE TIME COMMITMENTS AND TERMS

CHEM Trust is a collaboration between CHEM Trust, a UK registered Charity, and CHEM Trust Europe eV, which is a charity based in Germany. Although separate legal entities, both work closely on projects under the name CHEM Trust.

The Executive Director of CHEM Trust is part of the Management Board of CHEM Trust Europe eV, and some trustees of CHEM Trust are Members of CHEM Trust Europe.

CHEM Trust (UK) is a Charitable Company, Limited by Guarantee, with six Trustees at present who bring a diverse range of expertise and insights.

To ensure we continue to build momentum, make the impact we seek and optimise our governance, we are now expanding the number of Trustees on our Board, inviting up to six new Trustees to join our friendly and committed team in our internationally important work.

Board meetings are held on a quarterly basis, are roughly two hours long and are held during working hours. We have recently introduced a broader sub-committee structure that covers Fundraising, Finance and IT, People & Governance, Policy, Advocacy and Communications which we are now bedding in to ensure we have robust information and decision making at the heart of our governance. Each sub-committee is chaired by a Trustee and supported by a lead senior staff member.

All full Board and sub-committee meetings are hybrid or virtual, although we seek to meet in person for at least one full Board meeting per year, usually in London. Where travel and accommodation is expected, reasonable expenses will be reimbursed.

The role of Trustee is non-executive and is unremunerated. You will be expected to commit a minimum of 2 hours a quarter for Board meetings, plus some preparation time to read Board papers. If you also sit on a sub-committee, this is likely to be an additional 2 hours a quarter, plus preparation time to read sub-committee papers. We also aim to hold one annual away-day, for example, for strategic planning.

Board members are appointed for a three-year term in the first instance and you may request to be re-elected to serve a second and third term as required.

We are looking to appoint to Trustee roles in time to join our next Board meeting and AGM on 12th September 2024.



TRUSTEE JOB DESCRIPTION

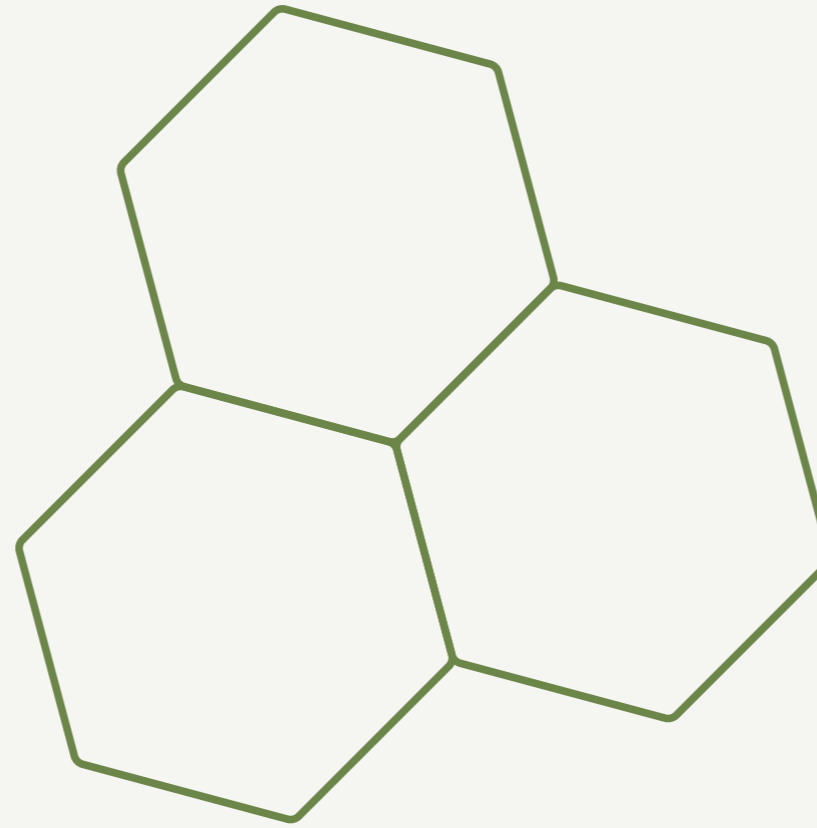
All Board members participate fully in the work of the Board to ensure CHEM Trust's continued development as a viable organisation, with the aim to support growth, innovation and effective delivery of our work in pursuit of our vision and mission.

Trustees are collectively responsible for ensuring robust governance, including strategic and financial oversight, risk management, compliance, policy positions and executive talent management. The Board should support, stretch and challenge the executive constructively and scrutinise performance accordingly.

These activities should be carried out with the overarching view of stakeholder interests and our governance rules as outlined in our Articles of Association, which will be shared as part of your induction.

As a trustee you will:

- Ensure the charity is carrying out its purposes for the public benefit
- Comply with the charity's governing document and the law
- Act in the charity's best interests
- Manage the charity's resources responsibly
- Act with reasonable care and skill
- Ensure the charity is accountable



TRUSTEE QUALITIES AND BACKGROUNDS

We are looking for inclusive leaders with an open and naturally collaborative style that have both a keen eye for good governance and can empower those around them. We need team players who will broaden our range of skills and perspectives, bring energy, ambition and challenge, be forward looking and impact focused.

We strive to create a Board culture that is committed, diverse and inclusive and this approach needs to be actively maintained and championed by our incoming Trustees.

We are interested in candidates with insight into the challenges of leading and operating a small charity and the complexity this brings, so experience may come from a wide range of sectors and is not dependent on having environmental or chemical regulation experience. CHEM Trust will provide appropriate training opportunities to support you in your role.

We are looking for Trustees who can demonstrate:

- A connection to our cause – through personal interest or professional exposure
- Commitment to achieving our vision and mission
- Strategic leadership experience with a strong understanding of the challenges associated with running a comparable organisation
- Drive and ambition – a desire to drive growth, raise awareness and create systems change and positive impact

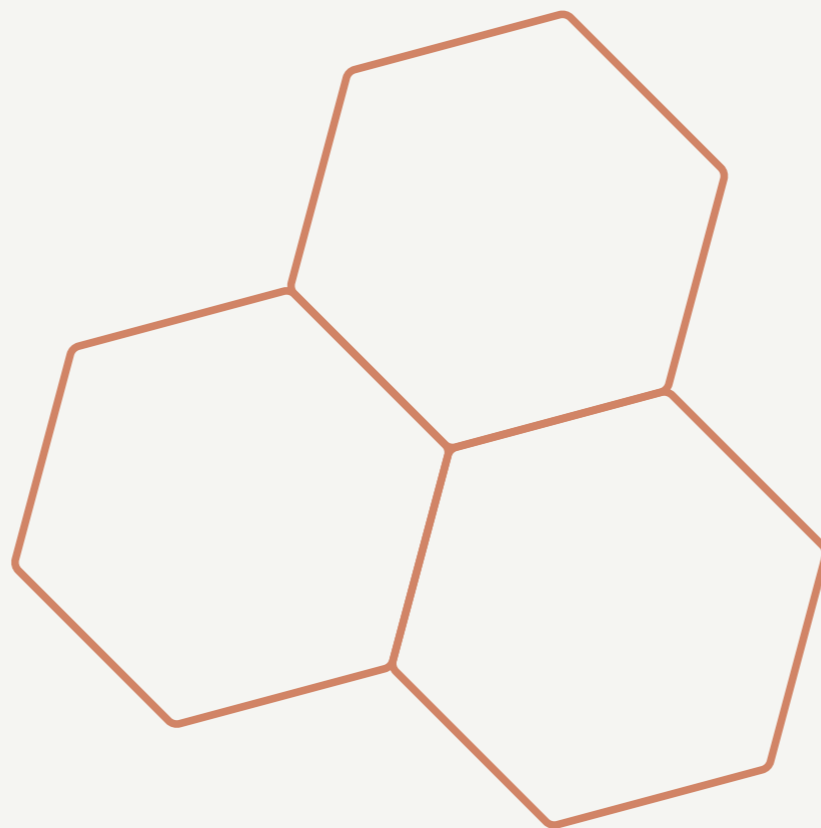
Following a audit across the Board, we are looking for Trustees with one or more of these backgrounds or skills:

- **Finance and audit:** Understanding of charity finance and governance in a small to medium sized charity. This Trustee position will be recruited as a Treasurer Designate, when our current Treasurer's term ends at our 2025 AGM
- **Philanthropy:** Insight into current funding priorities and approaches, including advice on how to leverage connections across the funder ecosystem in the UK, Europe or globally
- **Law:** Experience in fields such as public interest (not necessarily environmental), libel and slander, charity regulation or employment law

- **Human Resources:** Experience and expertise in working on HR and similar internal issues in/with a charity or similar organisation
- **Policy and or Regulation:** Experience in EU policy and/or advocacy, particularly in the environmental field OR experience as an environmental regulator and/ or policymaker in the EU or UK OR experience in working on global environmental agreements or other international democratic and standard setting processes
- **Operational or Organisational Development:** Experience in charity, social enterprise or similar organisation, including how to grow small organisations, develop a growth strategy and manage associated risks
- **Supply Chain:** Experience of supply chain management and sustainability (e.g. in retail or a downstream chemical user)
- **Communications:** Experience in strategic communications and/or communications based on influencing EU level policies or consumer communications, including through social media

Whilst previous Trustee or Non-Executive Director experience would be desirable, it is not essential for a Trustee appointment. It would be advantageous if the Finance Trustee has prior experience of being a NED, Trustee or Treasurer.

As we work across the UK and Europe and our work has global reach, we are open to considering relevant Trustee applications from those with international experience or who are based across the UK or Europe.



EQUALITY AND DIVERSITY

CHEM Trust is committed to building a diverse and inclusive Board. We welcome the debate and innovation that greater diversity of thinking and insight brings and are willing to support new members from the start to enable them to play an effective role. We are an equal opportunities employer and we welcome applications regardless of sex, gender, race, age, belief in any religion and none, gender identity, ethnic origin, class, sexuality, nationality, appearance, unrelated criminal activities, disability, responsibility for dependents, part time or shift workers, being HIV positive or living with AIDS and any other matter which causes a person to be treated with injustice.

HOW TO APPLY

Please send a CV and 1-2 page covering letter setting out why you are interested in our work and would like to become one of our Trustees and how your skills, experience, and qualities match the person specification.

Please send your application to the following email address: joe.reed@chemtrust.org

If you have any queries about these roles or the recruitment process or would like an informal discussion with the Chair before applying, please email askchemtrust@chemtrust.org to organise.

Closing Date:
09.00am UK time on 3 June 2024

CHEM Trust Interviews:
W/c 17 & 24 June 2024