

Trustee x 4

Appointment brief



A letter from our Group Chair

Thank you for expressing your interest in joining the WRAP Board of Trustees.

It is critical that there is real leadership in intensifying action to address the underlying causes of the climate emergency, waste and pollution. There is a route to a more sustainable future requiring optimistic determination. We are an action NGO working globally to bring about circular living for the benefit of climate, nature and people.

The old economic approach of take, make and throw away is the major cause of greenhouse gases, waste, pollution, biodiversity loss and human inequality. A new approach of responsible resource use is needed.

For over two decades, WRAP has delivered circular living programmes that reduce CO₂, reduce waste and restore nature by using resources more effectively. We are uniquely placed to make circular living a reality with deep, technical expertise, an impartial evidence-base and independent convening power. We bring together businesses, NGOs and governments to create the systemic change that is needed, beginning with food, textiles and manufactured products, because they account for nearly half the greenhouse gas emissions worldwide.

I am proud of the impact that WRAP has had in the world. For example: helping the UK reduce food waste by 27%; companies signing to Textiles 2030 are reducing the carbon and water footprints of clothing in the UK; as well as lowering the use of problematic or unnecessary plastic packaging sold in the UK by 40% since 2018. We have seen a fantastic growth in our international impact with our work now driving change in 40 countries through partnerships with governments, local authorities, and other key stakeholders. We have grown as an organisation too, not just in scale but in our capability, our depth of expertise, and as a diverse and dedicated community of people, committed to driving real change in the climate agenda.

We are deeply grateful for the leadership and skill shown by our outgoing Trustees over the recent years. As they finish their term later in 2024, we are now seeking new board Trustees to help guide our organisation as it expands its international impact and its funding sources. We know that we have only scratched the surface of the potential impact we can have as an organisation and are seeking a two regional Chairs (for the Americas & APAC), as well as two UK-based Trustees who can be as bold, innovative, confident and optimistic as we are.

For these roles, we are seeking outstanding individuals, who share our vision, mission and values, who can inspire and engage our Board, executive leadership, staff and supporters, while helping the organisation to raise the visibility and reach of its work and impact even further.

At WRAP, we are ambitious and serious about the difference we can make to sustainable resource use and bringing about circular living. If you are too, I hope you will consider applying for one of these roles.

Sebastian Munden

Chair, WRAP



About WRAP

WRAP is a climate action NGO working around the globe to tackle the causes of the climate crisis and give the planet a sustainable future.

We want to halt environmental degradation and biodiversity loss, and protect both people and planet.

In a thriving world in which climate change is no longer a problem, we will be able to provide for a growing population and raise people out of poverty.

WRAP is at the forefront of making the world a more sustainable place – by bringing people together, acting on the facts, and driving change.

- We will reduce waste and clean up the planet – its land, its oceans, and its air.
- We will reduce water use and protect key rivers.
- We will reduce greenhouse gas emissions and cut global warming.



Our vision, mission, and core purpose



Our **mission** is to make the world a more sustainable place. We bring people together, we act on the facts, and we drive change.



Our **core purpose** is to help you tackle climate change and protect our planet by changing the way things are produced, consumed, and disposed of.



At WRAP we believe that our natural resources shouldn't be wasted. And that everything we use should be re-used and recycled.

Our ambition

WRAP is an optimistic organisation. A future-facing organisation. We know that this future is full of uncertainty - but we are confident, hopeful and determined. We are excited about a future where businesses, governments, charities and people work together to make a world free of waste and on a pathway to net zero.

We promise to be at the heart of that change. A new WRAP for a new world. A WRAP capable of more. More flexible. More agile. More imaginative. Working in more places, with more partners, and bringing in more and different resources. We think differently, act differently and behave differently. Because we have to, because we want to, and because we can.

Our expertise and experience is resonating with the rising public and private pressure to make meaningful strides in putting an end to climate change, which is encouraging us to think ambitiously about our growth, our reach and our impact. Combined with international expansion, we are vigorously pursuing even greater diversification and growth of income to fuel this ambition.



Our priorities and values

There has never been a better time for WRAP and our many partners to magnify efforts in eliminating waste and ensuring resources are used sustainably, wherever they are in the world. We aim to seize it.

Our priorities are:

- Putting more countries on track to halving food waste by 2030, in line with Sustainable Development Goal 12.3.
- Transforming the plastics economy so that plastic pollution will be eliminated.
- Helping to tackle our throwaway clothing culture.
- Transforming recycling into a system that emphasizes material quality and markets.

Our values

- Sustainability
- Honesty
- Integrity
- Fairness
- Teamwork

[Click here](#) to read more about our plan for a sustainable planet.

Our governance, people, and finances

Our governance and people

Our c250 committed staff based in the UK and internationally are led by an experienced Board and talented Senior Executive Team. Further details on our people can be found [here](#).

We want to lead by example to make the whole sustainability sector better reflect the communities we serve. We know we will be stronger, and our work have more impact, if we're more inclusive and more diverse – not to mention it's simply the right thing to do. We launched our [Equality, Diversity, and Inclusion strategy](#) in 2020/21 and though we've a long way to go, we're proud of the start we've made. We have achieved Investors in Diversity accreditation and ranked in the Top 100 Most Inclusive Workplaces Index.

The charity's headquarters are in Banbury in the UK; with other sites in Cardiff, London, Belfast, Adelaide (Australia) and now are establishing in the US.



Our finances

Our income in 2021/22 was £26.8m and £5.8m higher than the underlying 2020/21 figure of £21m, (excluding one-off gains and grant repayments). Government funding is primarily from Defra, the Welsh Government, and DAERA in Northern Ireland. Non-government funding predominantly comes from participating businesses in our voluntary agreements, international organisations, and other donations from businesses, trusts, and foundations.

You can find out more about our finances [here](#). (Our 2022/23 Annual Report will be published later this summer).

**Find out more about WRAP
and our work [here](#).**

Our work

WRAP started life in 2000 as a not-for-profit company – and later a charity – operating in the UK. Now we're **one of the world's leading sustainability NGOs**, delivering lasting, measurable change across six continents. We're reducing greenhouse gas emissions and water use linked to the food we eat, the clothes we wear and the plastic packaging we use, helping the world move towards net zero and combat climate change.

Our work to create a circular economy is essential if the world is to reach net zero. That means reducing waste, re-using materials for as long as possible, and creating new, more sustainable business models.

We're proud of the impact of our work, but we know that we can't solve the world's biggest challenges alone. Which is why collaboration is at the heart of what we do. We work with a range of partners including national, local, and regional governments, NGOs, charities, and FTSE-100 and Fortune 500 businesses.

WRAP works in over 40 countries.

Working in partnership to create a net zero world



Governments rely on WRAP's research and insights to develop new ways of working, using our expertise to drive change.

Local Authorities use our data and networks to design and model critical infrastructure projects.

Our [voluntary agreement model](#) provides a 'safe space' for global brands to come together and tackle waste, reduce water use, and drive impact towards net zero emissions.

Millions of people know and trust WRAP's [behaviour change campaigns](#).

For delivery partners around the world, WRAP is an authoritative, trusted, and experienced presence on the ground.

Our philanthropic partners share our passion to innovate, delivering big ideas to give the planet a sustainable future.

Our work is focused around three main areas

Collaboration & Change

Based on robust insight and research, we develop, pilot, deliver and evaluate behaviour change programmes to help citizens live a more sustainable lifestyle.

Our suite of campaigns, tools and interventions are amplified by a diverse range of stakeholders who value our evidence-based approach.

In 2022, we joined forces with the UK's leading social and environmental change not-for-profit [Behaviour Change](#) to accelerate the fight against climate change. Together we are helping more people to make simple, lasting changes to tackle the climate emergency.

We also design, develop, convene, manage and support business collaborative change programmes. These help businesses improve product design, minimise production waste and encourage their suppliers and customers to prevent waste and recycle more.

Insights & Innovation

We provide expert research, cost modelling, advice and services to help international organisations, national governments, local authorities and businesses develop and implement waste prevention and recycling policies.

We are working with national governments around the world to shape policy decisions that can be developed into actions that prevent waste. Governments can come under intense pressure to combat issues such as food waste or plastic pollution and with climate change legislation, the environment is front and centre of the public's minds.

Our technical experts are regularly called upon to advise local and national governments in the UK and abroad to help implement policy. Technical support can be in the format of tools, guidance and reports. Alongside governments, the tools, guidance and reports can also be used by businesses within our focus areas of food waste, plastic packaging, clothing and textiles and collections and recycling.

We also manage [grants and investments](#) to help increase the use of recycled materials, growing recycling capacity or overcoming specific market failures by acting as a catalyst to encourage other funders to invest.

We are the delivery partner of choice for governments and grant-awarding bodies due to our track record in awarding public money where it can make the greatest impact.

International

To make our world more sustainable, we are acutely aware that tackling the issue cannot be done by one country, region or continent by itself.

With this in mind, WRAP works globally with governments, businesses, and communities to deliver practical solutions to improve resource efficiency within plastics, food and textiles.

We take the successes, experience and lessons learnt in the UK and work with in-country partners to ensure we develop projects that fully address the needs of the local area. For example, the global network of Plastics Pacts recently [expanded to 14](#) when Colombia launched a Pact with our support.

With partners, we are working in countries from South Africa to Mexico, Indonesia to India, and in 2022, we opened our first non-UK [office in Australia](#), and are establishing our presence in the Americas and have ambitious plans for growing our international capability even further in the coming years.

WRAP has a holistic approach based on systems thinking.

Our impact

For more than 20 years WRAP's work has won plaudits for the impressive contribution it has made towards developing circular economies and moving the climate agenda forward. The scale of the challenge is not lost on us however, and we are committed to playing our role in increasing and magnifying our impact.

Collaboration & Change

- Our [Courtauld Commitment](#) helped the UK waste 27% less food saving 5.3m Mt of CO2 emissions each year.
- We helped people in the UK reduce food waste in their homes by 31% or 1.4Mt per year.
- Companies signing to [Textiles 2030](#) are reducing the carbon and water footprints of clothing in the UK.
- Our [UK Plastics Pact](#) reduced problematic or unnecessary plastic packaging sold in the UK by 40% (since 2018).

Insights & Innovation

- We have helped Wales become the third best country in the world at recycling after Singapore and Germany.
- In 2021 we supported public sector organisations to spend £2 billion more sustainably.

International

- We co-authored the United Nations Environment Programme (UNEP) [Food Waste Index Report 2021](#) – the most comprehensive survey yet into global food waste from homes and hospitality.
- We launched Latin America's first voluntary agreement and developed Asia's first Plastics Pact.
- With partners, we have expanded our work internationally, ranging from South Africa to Mexico, and Indonesia to India.