

## **British Pest Control Association Statement of Board Candidacy**

**Name: Rebekah Carral**

**Member Organisation: Barricade Pest Control Limited**

**My professional background:**

**Owner/Director: Barricade Pest Control Limited**

**October 2019 – Present**

**Owner of my company with a team of 6 employees based in Edinburgh. A reputable family business with the customer journey at heart. I play a vital role in the overall running of the business alongside my partner Sean. My duties include business management, team management, team development, customer relations, scheduling, stock management, hiring, business growth, business planning.**

**Out with my business I have been a part of the business gateway “women in business development programme”. I am currently on the BPCA EDI committee and have had opportunities such as featuring within local newspapers, radio, TV, and an article in the PPC magazine.**

**Owner/Partner: Barricade Pest Control and Proofing Services**

**April 2017 – October 2019**

**Partnership business with my business/life partner Sean.**

**Between 2017 – 2019 we had no employees, but the success of the business led us to changing our business model and becoming a LLP company. My main duties included the running of the business, business development, diary management, and reputation building.**

**Athlete, Product Presentation Lead, Apparel Coach, PP Lead, Assistant Manager: Nike PLC**

**April 2013 - December 2017**

**During my time at Nike, I received 4 promotions within the space of 2.5 years. I progressed from a full-time sales assistant to head of product presentation within my first 6 weeks of employment. 6 months later I was promoted to supervisor of a new store. I led product presentation for new store openings across the UK. I was selected to represent the UK at the European Head Quarters in Amsterdam for a large product presentation event. Met with Nike buyers to discuss product launches and missing apparel lines within stores. Led store viewing to the European Nike Golf team during the Open held in East Lothian. Led a successful campaign to present and sell Hibernian Football apparel during their Nike sponsorship within the Edinburgh stores. I was promoted to assistant manager for a new store opening in Leeds. Led successful group recruitment sessions for stores. My efforts through product presentation led to store growth which then resulted in moving to other stores to develop and train staff to achieve the same results.**

**Why I am putting myself forward:**

**I believe I would make a good candidate for the BPCA executive board as I can bring further diversity to the board as well as knowledge and experience of the challenges that young people, females, and small businesses face within the pest control industry.**

**I believe it's vital that EDI starts with the board and that the industry is represented and supported by a variety of individuals who all bring diversity to the board that connects with its members and our drive to improve EDI throughout the sector.**

**I believe I would be in an advantageous position to assist with decision making that may support or impact the small businesses within the industry as well as being an advocate for those who do not fit into the stereotypical pest management profile.**

**Being a member of the board would be a massive development opportunity for me, benefitting me not only personally but as a pest control business owner.**

**The skills I bring:**

**I have worked in management and leadership roles since the age of 19. My career within Nike sparked my passion for leadership and the development of others. Since starting my own business, I have been able to implement key skills I have learned.**

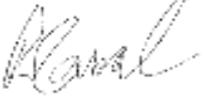
**I have excellent leadership skills and feel confident in voicing my opinion whilst remaining impartial. I am a keen listener, empathetic, and have an ability to read the room in all situations. I am motivated and driven to succeed but also thrive from the success of others. I have positive communication skills. Although my life is hectic raising two small children/owning a business, I do not let this come in the way of meeting deadlines, goals, and targets.**

**If I am elected, I will endeavour to.....**

**I will endeavour to be an advocate for small businesses, young people, and the females of the industry. To contribute to the best of my ability, to bring value to the board, and to raise valid opinions. I am committed to ensure my time on the board is successful and that I am a part of changing the face of the future of the industry.**

**If I am elected, I hope this will encourage a diverse range of candidates from different backgrounds to consider a future within the pest management industry.**

**Signed by candidate:**

A handwritten signature in cursive script, appearing to read "Karal".

**DATE:**

**08/02/2024**

## **British Pest Control Association Statement of Board Candidacy**

**Name:  
MARTIN COBBALD**

**Member Organisation:  
DEALEY ENVIRONMENTAL LTD**

**My professional background:**

**I've been in pest control for a mighty 24 years now. The beginning of my career was as a tech, very much in the agricultural sector.**

**In 2011 I took on Dealey Environmental. Started growing it from the one-man-band into a decent sized company. In my arrogance I did this with a lot of pest control knowledge but absolutely no inkling of how to manage a business or its people. Mistakes were made. Dealey became a one-man-band again.**

**After a short period working on personal development and learning about business, I saw the benefits immediately and have been dedicated to growing the company sustainably and responsibly ever since. I have also been lightly obsessed with personal development and business theory.**

**Those that know me will be familiar with my focus on technical ability, love, generosity, and positivity.**

**I have previously been a member of the Fumigation and Controlled Environments Committee (as it was then before it became a SIG), becoming chair of the committee after two years.**

**During this stint I was a Chairman Member of the Executive Board from 2013-2017 and then a 'normal' Member until 2019 and then Vice President from 2019-2020. I made the decision to step down in 2020.**

**My time on the board led to many exciting opportunities to deliver value for the BPCA, my favourite being the public speaking opportunities at Committees, live event and at the Scottish Parliament.**

**I am currently the invertebrates representative of the RAMPS UK committee.**

**I am a trainer and assessor for the BPCA, delivering the RSPH Level 3 in the Use of Fumigants for Invertebrate Control.**

**Dealey Environmental is now a company of 25 or so employees. Our services cover pest control, fumigation and falconry.**

**We were proud to win the Small Business of the Year Award at the 2021 National Pest Awards. Although that was largely down to the Dealey team and probably despite their chief idiot.**

**My role in the business is morphing slowly from Managing Director to CEO (if you can be a CEO of such a small company) and I'm delighted to say I have the time, energy and dedication to be able to return to the Board and give it my all.**

**Why I am putting myself forward:**

**Our sector is undervalued both societally and economically. I want to change that.**

**The skills I bring:**

- **Negotiation and resolution**
- **Marketing intelligence**
- **Clear logical thinking**
- **High level strategic direction**
- **Public speaking**
- **Motivating and managing**
- **Networking and introductions**

**If I am elected, I will endeavour to.....**

**To me, the key principles for our sector to thrive in the future are:**

- **Prioritising the concerns of the small businesses and sole traders that are the lifeblood of our Association.**
- **Unifying sector representation. Building closer ties with other industry stakeholders to enable the sector to speak with a more unified voice in the future.**
- **Keeping the correct products available for our work and limiting their availability to those who are the most responsible users.**

**Signed by candidate:**



**DATE: 9<sup>th</sup> February 2024**

## **British Pest Control Association Statement of Board Candidacy**

**Name:** Karen Green

**Member Organisation:** John O'Conner

**My professional background:**

I joined John O'Conner in 2015 as an administrator for our ground's maintenance contract with North Hertfordshire which included pest control. I found both elements interesting, but I wanted to learn more about pest control, and I was able to gain more knowledge about pest control whilst working on the contract.

I had a lot of ideas on where the business could go with pest control and was asked to put together a pest control proposal for our directors, so I sat down and did my homework. It was reviewed by the directors and the feedback I received was positive and they believed in my proposal for the future.

I decided if I wanted to do more with pest control then I needed my RSPH Level 2 Pest Management and if the technicians could pass their assessment, then so could I! I enrolled on the online training course rather than the five-day course as I didn't want it to impact on my job at the time. I successfully passed my Level 2 in November 2018 making me a fully qualified pest control technician, which I am very proud of.

In 2018 I was promoted to Pest Control Co-Ordinator, and we were also awarded our first standalone pest control contract, which we successfully tendered for. Today, five years on, I am pleased to say we still hold a contract with them and have built a great working relationship.

In January 2019 I passed my IOSH Managing Safely Course and in January 2022, I was promoted to Pest Control Manager. I'm now responsible for all aspects of the pest control for the business and for managing the wider pest control team, whilst being supported by our admin team in Hitchin. The department has continued to grow, with the biggest growth taking place since 2020, and I now manage 10 large contracts covering housing associations and local authority work and with several commercial sites, domestic local sites and some extras via other grounds clients. The department has expanded from one technician in 2018 to now having 11 technicians, three contract administrators, one accounts administrator and 2 business admin apprentice as well as a wide range of new vans.

**Why I am putting myself forward:**

I am putting myself forward for the BPCA Executive Board because I am deeply committed to advancing the pest control industry, and I believe that my unique background and experiences position me to contribute significantly to the board's mission. Having started as an administrator in 2015 and subsequently progressing to the role of Pest Control Manager, I have witnessed firsthand the challenges and opportunities within our industry. I would like to see more people coming into the industry and recruitment and training is a key feature.

**The skills I bring:**

My professional journey has equipped me with a diverse set of skills that I believe will be valuable to the BPCA Executive Board. Through my personal development plan, I have obtained qualifications in leadership management, RSPH Level 2 in Pest Management, and ISOH Management. These credentials have not only enhanced my managerial capabilities but have also provided me with a solid foundation in understanding and navigating the regulatory landscape of pest control.

Furthermore, my experience in implementing the BPCA's onboarding program for trainee pest technicians at John O'Conner positions me uniquely. This hands-on involvement showcases my ability to translate industry initiatives into practical, on-the-ground solutions. I am adept at fostering collaboration and driving change within an organization, skills that I believe will be instrumental in advancing the BPCA's objectives.

**If I am elected, I will endeavour to.....**

If elected to the BPCA Executive Board, my primary focus will be on upskilling the industry, with a particular emphasis on technicians and recruitment of them. The frontline of our industry, technicians play a crucial role in ensuring effective pest management. I am passionate about creating opportunities for their professional growth and development.

I plan to work closely with the BPCA to initiate and support programs that enhance the skills and knowledge of technicians. This includes expanding onboarding programs, promoting continuous education, and fostering a culture of innovation within the industry. By investing in the development of our technicians, we not only elevate the standards of pest control but also contribute to the overall success and sustainability of the industry.

By joining the BPCA Executive Board, I am eager to contribute my skills, experiences, and passion to further elevate the standards and capabilities of the pest control industry, with a specific focus on empowering technicians and our industry.

**Signed by candidate:**

Karen Green

**DATE:** 08/02/2024

## **British Pest Control Association Statement of Board Candidacy**

**Name:** Anna Mollins

**Member Organisation:** PestFix (Crisp Websites Ltd)

**My professional background:**

I started my professional pathway in 2010 when I graduated from Sussex University with a BSc Honours Degree in Ecology and Conservation. But it wasn't until 2015 that I started a career in the pest management industry when I was hired by PestFix as a sales office administrator. During the 5 years after my graduation, I spent time working in pharmaceuticals and business development of architectural interiors firm.

The mix of skills and experience from all of these meant that I was key in developing the small family run business from it's infancy. Within 2 months of starting at PestFix I achieved my RSPH Level 2 in General Pest Management and continued my professional development in all things pest management and business operations. Though covering all aspect of pest control, I found that specialising in bird control was an important step so I could support pest management professionals by offering technical advice in an area that is less common but can be tricky to get into.

My job role developed as the business grew, though I started out taking calls from professionals and the public, I ended up as the Operations Manager responsible for HR, Health and Safety, Sourcing, Events, Training, Debt Management, Intellectual Property, Quality Control, Internal software package management and so much more. Whilst also somehow fitting the births of my two beautiful girls.

I turned my focus to a mix of work and home and became part time, focusing on the administrative development, debt management and taking on business publications and marketing. This worked well but by the end of the pandemic, I wanted to have a more impactful role in the industry.

My job title is now 'Strategic Business Executive' within PestFix, in which I lead projects, product development, technical administration, communications, events, public relations, SEO, compliance and more. With just shy of full time hours I have been able to work with the professional industry and be an active member within the BPCA in committee roles, including Outreach and Communications and often proxy for the M&D committee also.

**Why I am putting myself forward:**

I am applying for a position on the executive board because I have a deep passion for professionalism, development and growth of individuals and businesses in the pest management industry. Having been part of committees for the past couple of years I can see how my skills can be utilised to enhance the BPCA's ethos to Enhance, Support and Assure it's members. I can only do so much within the scope of my day job, and in taking on a voluntary BPCA board executive role with the backing of my employers, I can do so much more.

I want to encourage more women in our industry to take steps into roles that they may be unsure about. Whilst I apply for this role with my own trepidation, and though at 35 I definitely don't count as a young person, I hope that my application and hopefully acceptance on the board will give courage to younger women in other industry roles try and make a difference.

**The skills I bring:**

I feel that I bring unique skills and a different perspective which will offer more for the board and for BPCA members than it does currently. My role within the sector has always been that of a supportive supplier and training facility. This mentality is second nature and I have pushed for equality within the pest control industry since I started in it myself.

I communicate with the public, professionals, manufacturers, clients, media, local authorities every day. I can see the importance of the relationship between each of these and how our interactions can influence them. It also allows me to have an 'ear to the ground' to gauge the views of many parties.

Much of my skillset is self taught, having to think on my feet to learn and use what is available to get a job done to a professional standard. This past year alone I have taken on graphic design and videography to better inform the public or pest professionals by social media content, publications, press releases, radio interviews. My target is always to better the image of pest management, to try and remove the prejudice stereotyping. Whilst also trying to get the industry itself to value itself better and understand they are a skilled workforce worth protecting.

I think the most important thing I bring to the table is my honesty and belief that the smallest things can have a huge impact. One idea, question or passing comment can start the wheels of change turning, but if no one speaks up then we'll remain sedentary in a world that is always changing.

**If I am elected, I will endeavour to.....**

- represent the pest management industry with a focus on continuing professionalism and equality amongst all individuals and businesses.
- be a positive role model for women for those already in the industry and those looking to enter it.
- be a communication channel to listen to and take on board the views and opinions of BPCA members.
- volunteer my time, skills and experience for the betterment of the pest management industry.
- retain my passion, integrity and dedication throughout my time on the board.

**Signed by candidate:**

A handwritten signature in black ink, consisting of a stylized, cursive script that is difficult to decipher but appears to be a personal name.

**DATE:** 07/02/2024

## **British Pest Control Association Statement of Board Candidacy**

**Name: Charles Murahwa**

**Member Organisation: Intercleanse Pest Control Limited**

**My professional background: Academic Background:**

Bachelor of Science Degree (University of Zimbabwe)

Post Graduate Diploma in Applied Parasitology and Entomology (IMR – Kuala Lumpur)

Master of Science Degree = Tropical Entomology (University of Zimbabwe)

**Pest Control Qualifications:**

RSPH Level 2 Certificate in Pest Control 2006

BPCA Diploma Part 2

BPCA – Certificated Field Biologist – 2007

**Career Background:**

**1990** - Graduated from University and joined the Blair Research Laboratory as a Research Assistant – Malaria Entomology. Developed skills in parasitology and entomology to become Research officer. Scholarship to carry out an attachment with Professor Chris Curtis and Tony Wilkes (MRC and LSTMH) working in Tanzania on insecticide treated mosquito nets as an intervention against malaria. Published and presented a paper on insecticide resistance in Anopheles mosquitoes. Seconded to carry out an MSc programme during this time.

**1996**, I joined American Cyanamid (which was bought by BASF) as a Public Health Officer tasked with carrying out trials on new insecticides for use in public health – Goliath Gel – Fipronil insecticide, Fendona and other insecticides. I was also responsible for preparation of registration dossiers.

**1999** - Moved to the UK and joined Terminix in 2000 just before acquisition by Ecolab. I joined as a technician and in six months went on to carry out inspections as a Field Biologist. I gained experience carrying out inspections on various food premises in London and the the Southeast.

**2007 - Present** I was instrumental in setting up Intercleanse Pest control Limited with my fellow business Director Chris Paul. We have developed the business over the years to employ 19 members of staff with a strong customer base in the Southeast and London. In collaboration with other member companies in the North we have developed a strong portfolio with all regions.

**Why I am putting myself forward:** I bring my experience of service over the years. My knowledge as a Biologist and business owner and how the BPCA can assist similar companies. Having worked in the pest management industry in the UK over the last 24 years I have gained an understanding on how the industry works, the limitations and drawbacks. How we can improve the knowledge on the importance of pest management as a service and the public perception and stigma that the industry is attached with. Attract people of all backgrounds, school leavers and graduates to the industry.

**The skills I bring:**

**Pest Management Service skills, Auditing skills, Report writing, Management Skills and Financial Management Skills.**

As a pest control biologist, I have vast experience in carrying out inspections in the food manufacturing industry, retail sector, pharmaceutical sector and hospitality sector. Problem solving and maintaining standards to various retail third-party audit requirements such as BRC, M & S Specification, TFMS, Soil Association Standard and other retail standards.

Pest awareness training to customers and making their staff pest aware.

Resolving difficult pest problems and ensuring that all visits are carried out, root cause analysis on sites with problems and maintaining open lines of communication with customers.

**If I am elected, I will endeavour to.....**

As an ethnic minority of black African descent, I have managed to pave my career within the industry and I have been involved with the EDI committee with the task of making the industry as inclusive to all individuals regardless of who they are.

Improve servicing standards of members and ensuring BPCA guidelines are followed by all members.

Improve the pest awareness of young school leavers and attract graduates to the industry.

Boost the membership of the BPCA to encourage other companies and professionals to join the BPCA.

**Signed by candidate:**



**DATE:** 02/02/2024

## **British Pest Control Association Statement of Board Candidacy**

**Name:** Fred Robinson

**Member Organisation:** Vergo Pest Management

**My professional background:**

I joined the UK pest control industry back in 1999 after leaving the Armed forces where I started my career working with Pestokill as a Service technician based in Cumbria for 5 years within this time I took over the service delivery on the Sellafield Nuclear power plant.

Working in this environment I came across many different pest species across this site and also got great exposure working with protected species such as Natter Jack toads as an example.

At this point I knew that I had found my calling in the world of Pest.

In September of 2004 as I was approached around an opportunity to go and work for another pest control company Eagle Services to join as a field trainer an opportunity which I grabbed with both hands due to my hunger to progress.

In this role it was my responsibility to complete all practical training in the field with all new starters across the business in the North of the country from Birmingham to the Highlands of Scotland.

While in role I then became qualified to the BPCA L2 accredited which then led to myself completing internal quality audits on service and then led to customer audits BRC, AIB etc.

This really springboarded my knowledge and hunger within the industry and further drove my ambition.

In 2006 Eagle Services was acquired by Mitie facilities management this allowed for huge investment across the business nationally and from this I was successful in becoming a Service Manager over the next 10 years I led a number of teams within the General pest community and also within the specialist proofing division.

From this the regions that I was running where the top performing ones within the business something which I am to this day extremely proud of.

I gained huge experience managing large accounts across many market sectors from retail, health care, manufacturing, production and many others.

My knowledge of the business and the wider industry then propelled my career further with promotions along the way with greater responsibility each time which I excelled with and the results followed.

In 2018 I achieved my own personal milestone when I was successful after interview for the role of Regional operations Director for the North of England and again my teams delivered with outstanding results which was recognised with internal recognition such as awards.

2019 Rentokil acquired the Mitie pest control and due to CMA involvement the business went through a number of rocky years to then be acquired by the US firm Terminix which led to myself being promoted to a National role as the National Field Operations Director.

2021 came the news that again the business I love was again being sold due to the Global purchase of Terminix by Rentokil.

In 2022 Norvestor Norwegian based private equity grp purchased the business and the re branded the business as Vergo Pest Management.

From this our business has grown from strength to strength and we are really making a truly positive mark on the UK pest industry.

### **Why I am putting myself forward:**

I am putting myself forward to become a board member as after a 25 year successful career within the industry I have great insight and knowledge and the passion I have now is still the same as it was when I realised that Pest control was my true calling and being a member of the BPCA throughout this time I have seen the Association grow with the industry and I feel that I can add huge value due to this

There is a real need to drive the industry forward in such an ever-changing landscape which is only achievable by real positive engagement with our members and customers alike and I feel that I can truly support and drive this hence my eagerness to apply for this role on the board.

When I joined the professional standards committee I took so much from this as having a voice in the governing body in an industry which I love was such a big thing for me so the next logical step for me is to now join the board as we look at driving the professionalism of the industry and increasing our members experience and need for the association to get the recognition it truly deserves and as we face the reduction and removal of what have been much needed tools the pressure on the industry will only become greater so what a great opportunity to be part of the adaptation to the new ways of working of process which will follow.

The need for the use of AI and automation for many process back of house that lead to comprehensive reporting after inspection and also to then be able to use previously held data to allow the industry to be in a position to trend and forecast and eventually pest issues before they arise is the next thing that we as a group need to be at the forefront of and I believe that the BPCA is in a great position to promote this and I believe that if I am successful I will bring great knowledge of this to the association

### **The skills I bring:**

The skills which I bring is extensive industry knowledge based from the many roles in which I have held over the years giving me a wide range of experiences to reflect on.

Huge knowledge of what BPCA members , customers and suppliers are looking for across the industry as I am working with them every single day.

I am a huge team Player but also very good at working on and completing projects on my own also known for my thinking out the box mentality which has really supported me over the years

Open and honest approach to everything I do

I hold a number of industry qualifications but also many academic ones such a CMI L5 in leadership and management bolstered by my own in personal skills which allows me to build trusted partnerships built on reliability and a truly can do attitude supported by my positive out look

**If I am elected, I will endeavour to.....**

Always represent the association and its members with enthusiasm, passion and drive to ensure all expectations are met and upheld and really show the value or members bring and they have a voice.

Support the association and its members as we look to further professionalise the industry further by doing it Safely and well to then gain a profit by coming together to address the issues we as a group of pest professionals face in such a ever evolving climate.

In everything I do I will show the up most professionalism and promote quality at every level by taking ownership and responsibility in everything I undertake by assuring and demonstrating that we the association truly care about out member s and that they voices matter

**Signed by candidate:**

*F. Robinson*

**DATE:** 08.02.2024

## **British Pest Control Association Statement of Board Candidacy**

**Name:** William Paul Theile

**Member Organisation:** Pelsis Limited

**My professional background:**

I am currently The Head of Sales of Pelsis Limited based out the HQ in Yorkshire. Prior to this, my working career was based in London for a stock market analytic organisation and subsequently for a business brokerage company.

I obtained a Bachelor of International Communications. inc Major in Marketing focusing on Internal Communication Policies from Hanzehogeschool University Groningen, The Netherlands. I also undertook further studies in The United States of America at Northern Arizona University, where I received a Business Major in Supply Chain Management, Business Law & Business Finance.

I have been at Pelsis for 3.5 years now and have oversight of all 21 sales staff in the UK, the full customer service team and also the training/development team. My remit is not just restricted to the UK, but I also oversee our sales operations in the European countries.

**Why I am putting myself forward:**

As mentioned above, I have been working in the pest control industry for 3.5 years now. The reason I highlight this, is because I believe this is a major strength to my application, rather than a hinderance.

If my maths is correct, the current board has 281 years' worth of pest control experience. If it is years of experience you are looking to add to this figure, then I am not the right person for the board as I only can contribute 3.5. But I would argue that you have sufficient knowledge and pest control experience already on the board and having someone who is not alien to the industry, but may come with a different mindset, surely adds the element of diversity that the BPCA admits they require?

To add to the diversity that I can offer to the board, you only need to read the "My Professional Background," to note that my working career is on the shorter side compared to other board members. Being in my early 30's I will no doubt add a differing views and opinions that is hopefully representative of the younger generation coming through the ranks or starting out in pest control.

The point I am getting at, is that you already have experience that I can lean on, listen to and learn from. But the reason I am putting myself forward to for the Board of the BPCA is to contribute to the direction of public health pest management and represent the next generation of the industry.

## **The skills I bring:**

When reading through the application of the BPCA Executive Board Member; it lists a variety of skill sets that the BPCA Board states it would find beneficial.

Rather than listing my skills which I think would be beneficial to you, I have isolated your requirements and added some relevant commentary.

*"Have experience as a business owner or running or managing a business at a senior level."*

- Not only have I started my own business in an industry outside of pest control which I subsequently sold to a competitor, but I currently sit on the UK leadership team for Pelsis.
- Second to only our general manager, I have the widest span of responsibility within the total UK business and as mentioned above, my remit is not restricted to the UK and I have played an integral part in developing acquisitions and sales teams across Europe.

This links into your second desired skillset which requests the applicant to have *"Experience in developing or delivering business strategy."*

- Being on the leadership team of one of the largest pest control manufacturers and distributors in the UK, we need to make sure that our business strategy is perfectly aligned for what the market desires. Not only that, but we play a major part in guiding the way in which PCO's use products to facilitate their work to conduct professional pest control.
- If my understanding is correct, there are no current board members who are involved in the manufacturing and distribution of pest control goods. But again, my understanding is that the board members all sit within organizations that are carrying out work, directly with the end users.
- Driving equality, diversity and inclusion is surely summarized in the point above and by having representation on the board of the BPCA who directly can impact what products are being produced and released into the market, must have some form of relevance to the business strategy of the BPCA.

*"Experience in managing business finance."*

- As previously mentioned above, I not only studied this exact topic at a top university in America, but it is the main functionality of my current job role.
- I have specific targets to meet which are driven by our private equity owners and first and foremost, making sure we have a profitable business comes before anything else.
- Naturally, these topics are mostly transferable in all industries and I would say that I have sufficient understanding and experience in this area.

*"A passion for driving sustainability."*

- This is not only a personal passion of mine, but also one in which is front of mind at all times at Pelsis.
- We have invested heavily in driving sustainability changes and given our manufacturing capabilities, we have the opportunity to shape the way in which the pest control industry interacts with sustainable products.
- We have set very clear and ambitious goals for the upcoming years at Pelsis and it is my responsibility to make sure these are delivered.
- 

By isolating the skill sets the BPCA feels would be beneficial, I didn't want to restrict myself, but more so highlight most relevant information.

Adding to the above, I fundamentally am a driven individual who I believe will add a differing perspective and contribute to the mission and vision of the BPCA.


**If I am elected, I will endeavour to.....** follow the mission and vision of the BPCA. Promoting professional pest management whilst representing the industry and protecting the environment has to be at the forefront of any board member.

I will endeavour to be present and fully committed to the responsibilities of a board member and I will take my responsibilities extremely seriously.

To quote the 2<sup>nd</sup> line of the "Role Specification:"

*"The Board is especially keen to increase the diversity of the Board and encourages applications from a broad range of individuals."*

I am under no illusion that I am not what you would call a "typical" applicant. But hopefully, I have demonstrated in my application that I will offer a variety of skills and differing perspectives to what you may already have on the board and therefore fulfil a desired gap in the representation of the industry.

Thank you all for taking the time to consider my application and I am very excited about this potential opportunity.

**Signed by candidate:**

**William Theile**

A handwritten signature in black ink that reads "W Theile". The signature is written in a cursive style with a horizontal line underneath the name.

**DATE:**  
**7/2/2024**