

BASA Bulletin

INFORMED COMMENT FROM THE BRITISH ADHESIVES & SEALANTS ASSOCIATION

BASA Training coming soon

Following our recent survey to assess training needs, we have identified key areas of interest for specialised workshops. This initiative is part of our commitment to tailor future training programs that align with your professional development requirements.

The survey results highlighted three main topics of interest:

1. UK REACH
2. Article 26 Inquiries
3. Poison Centres: How to Submit a Notification

To address these interests, we will be organising three separate workshops later this year, each dedicated to one of the aforementioned topics.

In addition to the workshops, we have scheduled exclusive drop-in sessions:

- On May 17th, BASA Regulatory Advisor Caroline Raine will provide an overview of the consensus reached and the forthcoming changes in the EU CLP Revision.
- On May 24th, Rick Dunn, Business Development Manager from The Supply Chain Sustainability School, will discuss their vision of fostering an industry equipped with the skills and knowledge necessary for a sustainable future.
- On June 14th, Caroline Raine will return to offer a review of the CLP labelling requirements to both the EU (following the new CLP revision) and GB. The session will also cover transport labels and storage considerations.

We look forward to your active participation in these workshops and sessions, designed to enhance your expertise.



Welcome to our new members



Sustainability initiatives

We, at BASA, are excited to announce our commitment to sustainability by establishing a dedicated page in the BASA bulletin that will focus on this critical aspect. Our goal is to create a permanent space where we can share and celebrate the diverse and innovative sustainability initiatives undertaken by our members.

We would be honored to showcase your sustainability efforts and success stories. Whether it's a small step towards reducing your carbon footprint or a large-scale project that's making a significant impact, we want to hear about it.

Please send us the details of your sustainability initiatives/stories along with any relevant images to feature in upcoming issues.

Biocidal Products Regulations

Read why we think you need to be concerned about preservation and potential consequences of losing access to certain preservatives.

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Earth Day

On page 6 we have showcased some of our members posts celebrating their sustainability initiatives, products and stories for Earth Day.

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The Education Landscape

Head to page 8 to find out how the Education Landscape are committed to helping members find the education and skills landscape easier to navigate.

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CEO Welcome



Dear Members,

We have had a busy start to 2024, with our sold-out Business Forum, AGM & Industry Lunch on 7th March at the Manufacturing Technology Centre. We had some excellent speakers from the Department for Business and Trade, Construction Products Association, Institute for Apprenticeships and Technical Education, Chemical Business Association, Sheffield Hallam University and RSM UK Management Limited. During the AGM we awarded the 2024 Max Kochmann to Jenny Barnett, SHEQ Manager at F. Ball and Co. Ltd.



Last month we held a virtual Open Industry Forum for members on the 18th April attended by more than 30 member representatives. You can read a full review by our Technical Officer, Jim Palmer on page 3. Any members that could not join and/or wish to replay the event can find the recordings and presentations on the members area of the website under OIF.

We recently announced a new event, that will replace the Dinner Dance in 2024 – an Awards Night to celebrate our sectors achievers. It will take place on Friday 22nd November 2024 at the East Midlands Conference Centre, Nottingham. Sponsorship is open for the Award Categories, and we are pleased to announce F. Ball and Co. Ltd. as a

sponsor for the Excellence in Training & Development Category, Azelis UK Ltd as a sponsor for the Innovation category and Rakem Ltd as a sponsor for the Excellence in Supply and Services category. There are currently 7 other categories so if you would like to sponsor one, please get in touch. More information can be found on the BASA website under events. Applications to enter for an award are now open! These details are also available under events on the website.



Preparations are underway for our next event, the BASA Sports Day, on 19th June. Once again hosted at the renowned Hawkstone Park Hotel, featuring our much-anticipated golf tournament, and at the West Midlands Shooting Ground for an array of mixed shooting activities. It is always a great day of networking for our members and guests. Bookings can be made at: www.eventcreate.com/e/basa-sportsday24 or find the link on the BASA website under events.

Finally we have an exciting project to redesign the BASA website with the introduction of a membership management system linked to the website, allowing you to access event bookings, invoices, join working groups, search for content and be able to read minutes and agenda for all working groups. This is a project that we hope to be able to complete in a 90 day window, so look out for the notifications in July!

Lorna Williams
CEO, BASA
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BASA Mission

The aim of BASA is to be the umbrella organisation for adhesive and sealant manufacturers in the UK and Ireland. BASA will support its members by representing and promoting the industry, offering guidance on technical and compliance issues, providing networking opportunities for members and support services.

Technical/Regulatory Compliance

- To inform members about the impact of UK and European legislation
- To offer industry positions about regulatory proposals
- To provide advice about information sources
- To deliver training about key issues to members

Promoting the Industry

- To positively project the social and economic benefits of the adhesives and sealants industry to government, consumers and industry
- To positively project the sustainability of our products
- To foster academic/industry links (careers, research)
- To promote the use of adhesives/sealants and the choice of member companies
- To offer guidance to end users in the correct selection and use of adhesives and sealants
- To seek opportunities to promote the industry to schools and further education including vocational training organisations, with a view to encouraging new entrants

Networking opportunities for members

- To provide business, technical, social networking opportunities for members
- To provide a platform for members to meet/discuss issues of industry concern
- To provide opportunities for members to discuss toll manufacturing

UK Representation

- Interact with other business organisations, trade associations, government and NGOs to represent industry views according to Council guidelines

European Representation

- To maintain our leading role within FEICA, actively participating in FEICA committees and contributing to setting its agenda to ensure members' best interests are represented, according to Council guidelines
- To inform members about European technical/regulatory issues

Support Services: Providing Members With:

- Training seminars for members
- Affinity partners programme

A Recap of BASA's Virtual OIF



Jim Palmer,
BASA Technical Officer

We held a virtual Open Industry Forum (OIF) on 18th April, attended by more than 30 member representatives. There were four main presentations along with discussions and a short update on regulatory divergence and future BASA events. The slide deck and recording can be found on the BASA website.



CEO Lorna Williams introduced the topic of Biodiversity in the first presentation. The global economy is dependant on nature and so there is an increasing realisation that businesses will need to develop their models and operations in nature positive ways that will improve biodiversity and support their local ecosystems. The challenge for business is to minimise its impact and an initial step might be to conduct a biodiversity risk scan to scope the impacts, conduct an initial assessment of the impact and sensitivity and then to engage with the external stakeholders to establish agreed decision-making guidelines.

The second presentation was on the regulatory developments in Europe concerning microparticles, microplastics and pellet loss, given by Dr Torsten Funk the Manager Regulatory Compliance & Chemical Safety at Sika Services AG. These regulations which could potentially affect our industry involve the reporting of industry data to ECHA of the uses of synthetic polymer microparticles for which FEICA have prepared three guidance documents available on the FEICA website.

The third presentation given by George Atkinson from Valpak, updated the audience on the latest developments with the UK Extended Producer Responsibility (EPR) and plastics tax legislation. The final version of the EPR regulations is still to be published by parliament but initial payments will become due in October 2025. Fortunately, the definition of non-household waste has been improved exempting all secondary and tertiary packaging from household waste. EPR fees are intended to fund the household waste collection and processing costs and PRN fees to fund the recycling costs of both Household and non-household waste packaging. In April 2027 all consumer facing packaging will require mandatory labelling with 'recycle' or 'Do not recycle' logos, further details of this are still to come.

The fourth presentation was delivered by David Ashworth of Klarus Consulting Limited on behalf of the British Chemicals Association (BCA) on Understanding Preservation with respect to Product Types 6 and 7 of the EU Biocidal Products Regulation (BPR). David clearly illustrated the different uses of preservative (biocidal) active materials for preservation, curative and disinfection purposes along with the diminishing number of active substances available to formulators in the PT 6 and 7 categories, either by lack of support or by competent authority approval, and for this reason BASA has prepared a specific watchlist for preservatives used in our sector to monitor the situation.

The next open industry forum is planned as an in-person event on 7th November 2024 at Sketchley Grange in Hinckley. Members will be emailed when registration is open.

GB MCL Summary

To date we have had two updates to the GB MCL.

Update	First update	Second update
Entry into force date	20th October 2023	2nd March 2024
No of substances	98 substances*	25 substances
Substances that Diverge	12 Substances	3 substances
Application date	20th April 2025	2nd September 2025

** Note although 98 substances there are 103 new entries (boric acid/borates split out, one substance removed and d & l limonene) 1 substance removed - tetrakis(2,6-dimethylphenyl)-m-phenylene biphosphate (CAS 139189-30-3 EC 432-770-2)*

Notified to World Trade Organisation (i.e. awaiting publication)

Update	14th and 15th ATP substances	Third List
Entry into force date	Expected April 24	Proposed adoption Q3 2024
No of substances	90 substances	48 substances
Substances that Diverge	2 substances (TiO2 and Granulated Copper)	2 substances
Application date	Immediate?	Proposed Q4 2026

The detailed information on these updates is available on the BASA website Members-Only Area as Guidance notes (Chemicals Legislation Working Group) or linked in the BASA Issues Map for GB CLP.

BASA

OPEN INDUSTRY FORUM

SAVE THE DATE
The next OIF will be held at the Sketchley Grange Hotel on Nov 7th.

Working Group round up

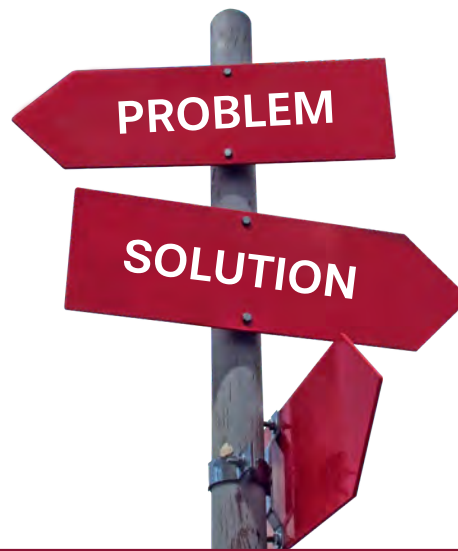
The issues tackled by the various working groups continue to be at the heart of BASA's technical activities, and you can find the latest situations on the working group webpages, which can also be accessed by the issues maps.

Chemical Legislation is one of the major concerns as we watch the divergence grow between the UK, in respect of GB, and the EU regulatory frameworks. Caroline Raine, our regulatory affairs officer, has created a watchlist of substances used in our industry, where you can find the latest legislative status in EU and UK, and I urge you to check that all your substances have been included. Additionally, due to concerns about the developments of the EU Biocidal Products Regulation (BPR), which was unfinished on Brexit day, and the GB version, which is lagging behind, and the potential lack of support in EU and GB for some active substances, Caroline has also prepared a watchlist of the biocidal products for our sector. Again, please check that your key actives have been included.

Environment and Sustainability issues are also gaining prominence and focus on the regulatory world. Topics such as Net Zero, Carbon Accounting and Biodiversity are all addressed by the working group as well the developing Extended Producer Responsibility (EPR) legislation in UK and around Europe and the emerging legislation relating to microplastics, microparticles and pellet loss controls, which could all directly affect our members.

In addition to the above 'universal' concerns the main issue for the Building Adhesives and Construction Products and the Sealants Working Groups is the much-delayed GB version of the EU Construction Products Regulation and the requirements for UKCA marking or the continued recognition of CE marking. The situation is completely confused, and the UK Government is abjectly failing to clarify the situation.

For Packaging Adhesives Working Group the main topics relate to food contact materials and recycling of packaging materials. However, this group is lacking the support of some of the major players in the UK market, and, although the key issues are mainly driven in Europe, there are divergences emerging which will affect the UK.



Why your company needs to be part of the Packaging Adhesives Working Group!

If your company is active in the supply of packaging adhesives within the UK, you will undoubtedly be aware that legislative drive in this market comes mainly from Europe. However, post Brexit, you need to be aware of the developing divergence within the regulatory frameworks. So, this is a blatant appeal for more UK members to become involved in the BASA working group.

Food contact legislation, within the UK is a devolved power, and Food Standards Scotland (FSS) is separate from the Food Standard Agencies FSAs for England, Wales, and NI. It encouraging to note that these bodies are working together to avoid divergence between the four nations, and they are broadly keeping in step with the EU processes, but divergence either accidental or deliberate is inevitable because within the UK the intention is to operate a risk-based approach in common with HSE thinking whereas the EU authorities are insistent on a hazard-based approach.

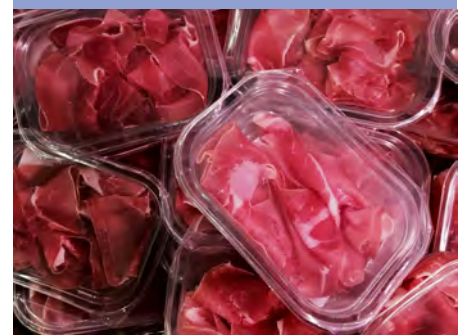
A further example of impending divergence from the EU, and an area of significant concern, is the issue of recycled plastic content in food contact materials particularly about the use of recycled polyolefins and is already affecting investment within GB. It is uncertain whether the UK authorities are likely to follow the EU lead.

In summary, if you are involved in this market in the UK, then you need to be represented on the BASA Packaging Adhesives Working Group to stay abreast of these issues and to input your views to the UK bodies.

Am I eligible to complete a DUIN?

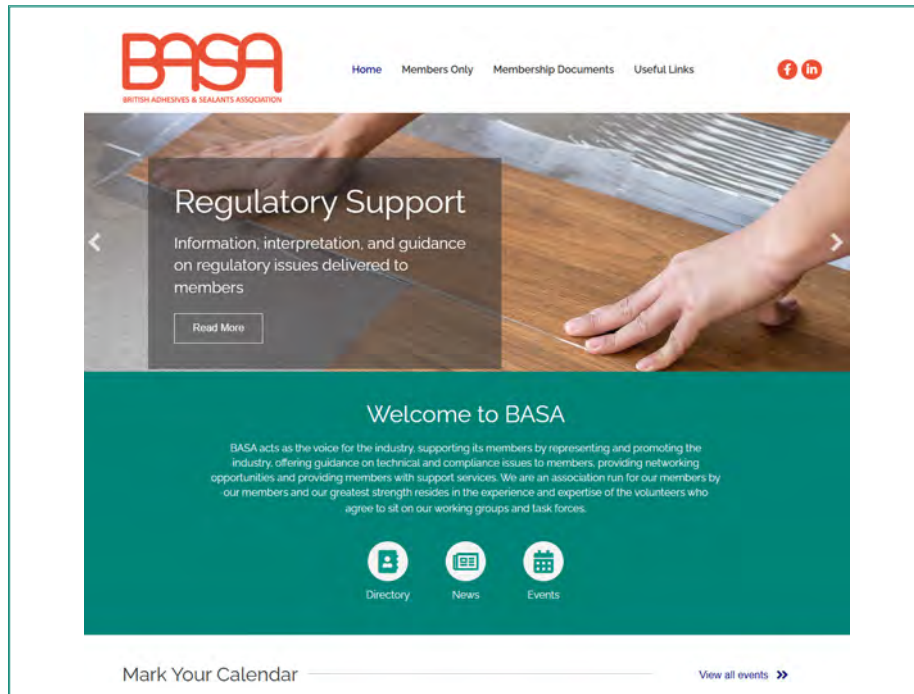
[1] Under UK REACH, the definition of an existing downstream user is "a person who was, at any time in the 2-year period before exit day, a downstream user under EU REACH established in Great Britain in relation to a substance".

-  Your company must have a GB-based legal entity and should be an existing downstream user/distributor of the substance. [1]
-  Therefore, the GB-based company wishing to take advantage of the DUIN must have used the substance in the 2 years leading up to the end of the transition period, (i.e. from 1 January 2019 to 31 December 2020 inclusive).
-  To be a protected transitional import, the substance needs to have an existing EU REACH registration either by the EU manufacturer, importer, or if the import is from outside the EU, it is registered by an EU-based Only Representative (OR); in other words, there is an EU REACH registration somewhere in the same supply chain.
-  If there are no EU REACH registrations in the supply chain, then the importer or manufacture of the substance at quantities greater than 1 tonne per year would require a UK REACH registration (NRES Process). (Note If under one tonne per annum then REACH does not apply). The registration must be in place before import (above one tonne) can commence.
-  For more information you can view the BASA issues map and guidance documents here: <https://www.basa.uk.com/WorkingGroups/ArticleDetails?articleid=2046>



A brand new website and Membership Management System

Coming Soon



Why we think you need to be concerned about preservation

Formulators in the UK, especially those dealing with products like adhesives and sealants, need to be acutely aware of the potential consequences of losing access to certain preservatives. With the loss of preservatives due to the impacts of the Biocidal Products Regulations in both the EU and GB, formulators face significant challenges in maintaining product stability and shelf-life due to the potential loss of key products in their portfolio.

Preservatives play a crucial role in preventing microbial contamination, which can lead to product spoilage, reduced effectiveness, and even safety risks for consumers.

Formulators must stay informed about regulatory changes and advancements in preservation technology to adapt their formulations accordingly. Collaboration with regulatory experts, suppliers, and industry peers can also be invaluable in navigating these challenges and ensuring compliance with evolving regulations while still delivering effective and safe products to consumers in GB and beyond. BASA now have biocides watch list maintained by our Regulatory Officer Caroline Raine – so check it out on the website and make sure your key products are included.

Without access to a diverse range of preservatives, formulators may need to explore alternative solutions to maintain product integrity. This could involve reformulating products to include inherently antimicrobial ingredients, adopting stricter manufacturing and packaging practices to minimize contamination risks, or exploring novel preservation techniques such as natural antimicrobials or packaging innovations.

In exciting news after the budget approval at the AGM in March we are working on some great engagement improvements for members, including a new BASA website and a newly designed Info Hub – the new name for the members only area of the website.

We want to make it easier for you to be able to find the information you need to get the best out of your membership of the Association, and we have a three month timeline to launch the new website. When we are finished, you will be able to book places on events, see all your paid and outstanding invoices, and also make an easier choice in terms of what specific information you would like to be informed about. All this without having to visit other third-party websites to complete bookings. Those lost or missing invoices will be a

thing of the past, and there will even be the possibility of giving your finance teams their own access to be able to see invoices and receive payment reminders if they want.

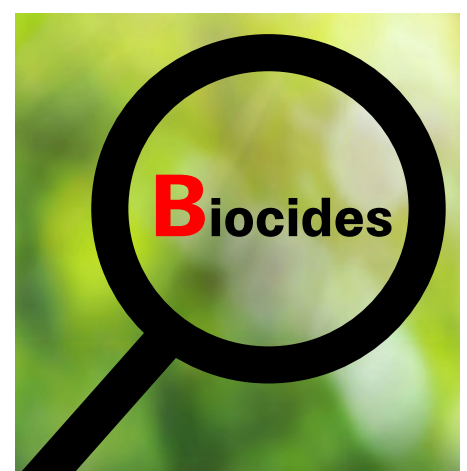
Just interested in information on one topic? The objective of the new system is to allow you to choose to receive notifications for that specific topic. The new system will also allow us to publish agenda and meeting minutes for everyone to access or you can decide if you want to get involved with specific groups. We still have the ability to keep confidential information to restricted groups, so this is a big improvement.

We will let you all know when you can access the system – but we are working hard in the BASA office aiming for August (2024)!



**SPORTS DAY 2024
BOOKINGS OPEN**

Kindly sponsored by



BASA MEMBERS CELEBRATE

Today we celebrate Earth Day and acknowledge our commitment to a more sustainable world around us. Through our strategic approach and setting measurable goals for our sustainability focus areas, we're hard at work creating sustainable value for our customers, communities and employees.

Learn more by visiting our website and reading our latest Sustainability Report: <https://lnkd.in/gkghpTUN>



Earth Day is always an occasion to stop for a moment and think about how we can contribute to protecting our planet, while continuing to insulate ourselves from the worst the weather can throw at us.

Did you know that 26% of global energy-related CO2 emissions come from the operation of buildings? Zarka Zarkov and her team in Allentown, Pennsylvania are working hard to bring this environmental impact down. The WACKER POLYMERS research team has developed a new binder based on vinyl acetate-ethylene (VAE) dispersion which is used in exterior insulation and finishing systems (EIFS). The binder is weather resistant, less prone to degradation under UV light, but is also more sustainable and tailored to the needs of the US market.

At WACKER, we work globally, but we also provide local solutions. We invest in molecules: With sustainable innovations like these, we are making a better world for generations.



At Azelis, we aim to create a positive and widespread impact on the environment and communities around the world. In honor of Earth Day's theme, 'Planet vs. Plastics,' we asked a few of our lab teams worldwide to share some interesting projects they've worked on that help minimize plastic use.

By reducing food waste and extending the shelf-life of different products, the Food & Nutrition team helps to reduce plastic. One lab team developed reduced cocoa chocolate muffins. These muffins were made using a specific product from our lateral value chain to retain moisture for a softer crumb structure and to extend shelf-life, preventing food (and packaging!) waste.

Another team is reducing CO2 (& costs!) and increasing product longevity with their hybrid meat concept – a unique blend of meat and pea protein, providing a great taste, longer shelf-life, and all the juiciness you'd expect in a burger.

Our Personal Care team is also constantly working to find more sustainable solutions for PC products. Meet the 'Exfoliating Coconut Jelly Cube,' a travel-friendly product that eliminates the need to purchase travel-sized bottles of body wash. This product also doesn't disintegrate when introduced to water, so it's something to be used repeatedly, obtaining more uses than your traditional travel-sized products.

These examples only skim the surface of how our teams are working to contribute to a more sustainable world. To read more about our sustainability ambitions, take a look at our integrated report, which you can find here: www.azelis.com/en/sustainability



Happy Earth Day from Rakem Group! We're happy to stand in solidarity with the global community in honouring our planet and reaffirming our commitment to sustainability. We prioritise eco-friendly practices, aiming to minimise our environmental impact through innovative solutions and renewable energy initiatives.



This Earth Day, it is more important than ever before that we take positive action to make a change.

Last year we introduced our green star product marker, which helps to make it easier for our customers to identify the products in our stores and online that have a lower impact on the environment. From taps with reduced flow to help save water to toolboxes that are partially made from post-consumer recycled plastics, we want to empower our customers with better information and greater choice. Find out more: <https://shorturl.at/LNQV7>



INSTARMAC

5 FACTS ABOUT INSTARMAC

EARTH DAY

PLASTIC BOTTLES

All 5 litre plastic bottles are now made from 100% recycled material, which can also be recycled.

RECYCLED CONTENT

Annually we use over 6,000 tonnes of recycled materials in our products – that's 487 London buses!

SOLAR PANELS

We have invested over £420,000 to install 3,771sqm of solar panels at our Tamworth premises – saving at least 36,000 kw per month.

CNG LORRIES

Our fleet now includes 7 CNG Lorries, resulting in a reduction of CO2 emissions by 100 tonnes per truck.

ZERO WASTE

We have been zero waste to landfill since 2014.

**LEADING THE WAY
IN GREEN
MANUFACTURING**

Head to the BASA website www.basa.uk.com for the online version

EARTH DAY

In Mapei we strongly believe in the importance of making the construction industry more "earth-friendly", for this reason we have invested heavily in research, to develop sustainable solutions. That's why the new Zero line was born: high quality, high durability, reduced CO2 emissions which are then compensated.

The impacts of our products on the planet are reported and certified by the EPD: visit the website page dedicated to sustainability to discover all the details and download the global sustainability report: <https://lnkd.in/d/HDEMmdt>

sustainable actions
brighter **TOMORROWS**



EARTH DAY 2024



Today, as we celebrate International Mother Earth Day initiated by the UN, it's a poignant reminder of the urgent need to address climate change. At TER Chemicals, we acknowledge that climate change poses one of the most significant challenges of our time. That's why we're committed to taking meaningful action to make our business more sustainable for both people and the planet.

We're thrilled to announce a major step forward in our sustainability journey: starting from 2023, we've transitioned to using 100% green electricity in all our entities. This measure not only helps mitigate climate change but also fosters the growth of renewable energy sources, paving the way for a cleaner, greener future.

Together, let's continue to prioritise sustainability and work towards a more resilient world.



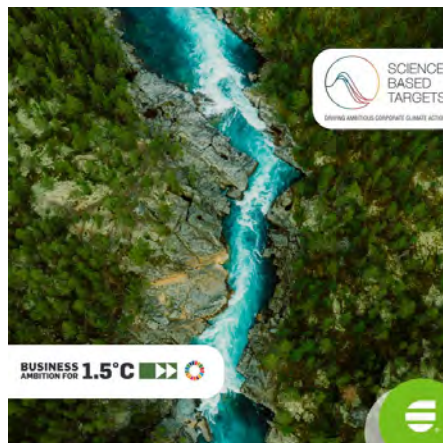
In celebration of Earth Day 2024, IMCD Malaysia launched the "Smart Farm Project" to promote sustainability practices and provide students with an educational platform on climate change.

This initiative, part of the IMCD Cares programme, is located at Jalan Empat Primary School (JEPS) in collaboration with Urban Farm Tech Sdn Bhd. It goes beyond smart farming- it's a strategic alignment with our CSR objectives, contributing to multiple Sustainable Development Goals (SDGs) outlined in the chemical sector's roadmap.

The official launch of the Smart Farm Project was not only informative but also provided attendees with a new experience, featuring engaging activities such as crop harvesting and a farmer's market simulation. Moreover, with over 1,000 visitors since its opening in December 2023, the project has already begun making a significant impact in the community. Together, we are empowering communities through technology and #digitalisation. Let's sow the seeds of change and cultivate a greener, more sustainable future for generations to come.



In celebration of Earth Day, we are pleased to announce that H.B. Fuller has joined more than 1,000 companies around the world that are working with the Science Based Target Initiative (SBTi) to reduce their emissions at the pace and scale necessary to make a positive impact on climate change. We committed to set near-term, company-wide targets for reducing Scope 1, 2 and 3 greenhouse gas emissions in accordance with the SBTi's standards.



At IPS Adhesives we are taking steps to create a culture of sustainability. We have begun by investing in the reduction of our carbon footprint, improving our processes to reduce waste and carefully managing our route to market. Small steps ... but together we can make a difference.



Happy Earth Day



www.ipsadhesives.com

On Earth Day and every day, Ingevity is the company thinking sustainably, acting responsibly and striving to make our customers, communities and environments better. The impact of our renewably sourced and biodegradable products can be found all around in the products you use every day. Check out our corporate video highlighting ways we've been sustainable for years through our mission to purify, protect and enhance the world around us.



of this bulletin under publications for all the links to the above posts from our members.

Helping your business navigate the education and skills landscape

A skilled workforce is at the heart of every successful business and attracting and developing the right workforce can be a challenge. Getting involved with the education and skills system can be part of the solution, even for small businesses. Recruitment for example, becomes streamlined because you've engaged early with the next generation of talent. And your existing workforce can gain from flexible upskilling or reskilling options revealing new opportunities for your business to grow.

That said, we know that education and skills in England has changed and can be complex to understand, which is where *Education Landscape: A guide for Employers* comes in.

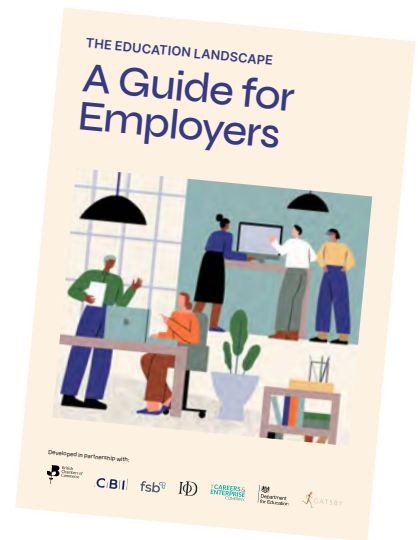
Did you know that small and medium sized businesses make up 99% of registered businesses in the UK and 4 out of 5 have recruitment concerns, and more than half fear there is a lack of candidates with the right knowledge and skills

A national commitment to small business employers

We're committed to helping our members find the education and skills landscape easier to navigate. That's why we're sharing *Education landscape: A Guide for Employers*, which has been developed in partnership with organisations including the Federation of Small Businesses, CBI, British Chamber of Commerce, and IoD to help businesses across England.

The Guide includes a clear, short overview of the education and landscape system, and concise information about the education and skills opportunities that businesses can engage with, and the benefits these offer. There are links to further information for the options you want to prioritise.

Download the Education Landscape: A Guide for Employers



www.educationlandscape.org.uk

Link available via the online version of this bulletin at: www.basa.uk.com or at: www.educationlandscape.org.uk

DISCOVER NEW TALENT
Being involved with schools, colleges and universities is an opportunity to identify potential employees who are a good fit with your organisation. In the medium-term this can reduce expensive and time-consuming recruitment activity and support your planning for the future.

FRESH PERSPECTIVES
Students on an industry placement will quickly acquire new knowledge and skills and make a real contribution to your team as they do so. They can also bring awareness of emerging trends and new ideas to your business.

DEVELOP YOUR CURRENT TEAM
Getting your employees involved in education engagement activities can be rewarding and inspiring. It contributes to your team's professional development, helping to build communication, leadership and management skills, and can strengthen their loyalty to your company. Linking up with your local college or university can also open the door for technical training to upskill your existing staff.

BUILD NEW PARTNERSHIPS
Connecting with schools, colleges and universities offers a strong value exchange. The institutions gain broader insight into your industry needs, and you can get involved in shaping the skills being taught in your local area, whilst benefiting from building your existing knowledge and expertise, for example, in developments in technology. This collaboration also demonstrates the wide contribution your business makes to the community.

CONNECT LOCALLY
Working with your local education institutions can contribute to your organisation's social responsibility and reputation. Your real-world input brings the curriculum to life and gives learning a concrete focus. It's also a great opportunity to inspire, inform and help young people – which is good for them, the community, and you.

Jenifer Burden, Gatsby Director of Programmes explains, “Whether it’s careers fairs, industry placements for older students, apprenticeships, or shorter programmes to support upskilling for employees, the need for education and business to collaborate has never been stronger. For a smaller business however, the breadth and variety of the opportunities can be hard to keep up with, especially for those without dedicated Human Resources or Learning and Development teams.

“This is why we are working with trusted business support organisations to provide small businesses with a clear starting point. The Education Landscape guide explains how SMEs can get involved with education and skills and shares the benefits that small business owners have experienced.

“By being involved, business support organisations are working closely with SMEs, widening the career opportunities for young people and nurturing the critical role businesses play in building and developing their skilled workforce.”

Over the next few issues of the BASA Bulletin we will be exploring some of the help available and also will be featuring a Education and Skills section on the new BASA website.

APPRENTICESHIPS
Apprentices are employed and learn through on and off-the-job training. An apprentice develops the knowledge, skills and behaviours set out in the employer designed standard for their occupation. They are assessed against this standard so you can be sure an apprentice can really do the job. Most of the apprentice's training is on-the-job working with a mentor, and additional off-the-job training is provided by a training organisation. Depending on the occupation an apprenticeship can take between one and six years to complete.

T LEVELS
T Levels are new two-year courses that launched in September 2020. They will be the main college-based technical option for students at age 16, sitting alongside apprenticeships and A Levels. T Levels offer students a mixture of classroom learning and 'on-the-job' experience during an industry placement of around 45 days. The content of T Levels has been developed with employers, using the occupational standards as their reference. Alongside their technical knowledge, T Level students also build maths, English and digital skills. So you can be sure that these new qualifications meet the needs of industry and prepare students for work, further training or study. T Levels in 23 different subject areas are being introduced between September 2020 and September 2023.

HIGHER TECHNICAL QUALIFICATIONS
Higher Technical Qualifications are specialised training for adults, at higher levels 4 and 5 (A Levels and T Levels are at level 3). Employer expert panels will decide which qualifications meet the employer designed occupational standards. Only level 4 and 5 qualifications that do this will be approved by the Institute as a Higher Technical Qualification. These qualifications will be awarded a quality mark so you can be sure they will develop the knowledge and skills needed by employers.

Employers at the heart of our new system for technical education. Groups of employers are setting the standards for different occupations. Each occupational standard describes what a person needs to know and be able to do for a particular role. These standards are grouped into fifteen technical education routes – from agriculture, to catering, to health & science. The Institute for Apprenticeships and Technical Education works with panels of employer experts to make sure that the standards stay up to date.

Navigating the EU Carbon Border Adjustment Mechanism (EU CBAM)

Understanding CBAM: A Brief Overview

The EU Carbon Border Adjustment Mechanism (EU CBAM) is a significant consideration for both EU importers and non-EU suppliers of CBAM in-scope goods. As part of the Fit for 55 package, EU CBAM aims to reduce greenhouse gas emissions by 55% by 2030 compared to 1990 levels. It addresses "carbon leakage" by imposing a carbon price on goods imported into the EU, ensuring fairness with goods produced within the EU and subjected to the EU Emission Trading System (EU ETS).

Who is Impacted by CBAM?

The scope of CBAM (for now) extends to goods falling within sectors including iron and steel, aluminium, hydrogen, electricity, fertilizers, and cement. Their exact determination is based on the EU customs classification code. During the transitional period, the focus of the EU Commission is to collect CBAM-relevant data, such as direct and indirect emissions embedded in the imported CBAM goods, and details of the operators and installations where the CBAM goods were manufactured. EU importers, termed as "Reporting Declarants," are obligated to submit quarterly reports to the EU Commission. While certain relaxations have been provided, non-compliance may result in penalties per tonne of unreported emissions.

Example: Let's say production or manufacturing facilities in the EU import raw materials. The importer must determine if any materials fall under CBAM regulations and register with the National Competent Authority in each EU Member State where imports occur. Quarterly reporting then follows, requiring detailed information on emissions, operators, and installations. From July 2024, reporting will become more complex as certain EU Commission relaxations expire, requiring importers to provide additional data, such as embedded emissions, calculations, and production method details from suppliers.

Moving forward to the definitive period starting in 2026, the scope may be further extended to sectors such as polymers and chemicals, and ultimately to all sectors covered under the EU ETS system. Additionally, EU importers will be required to obtain authorization to import CBAM goods into the EU. Compliance requirements will include submitting annual declarations and acquiring CBAM

certificates to offset emissions embedded in imported goods, resulting in a financial impact on the import of CBAM goods into the EU.

Challenges and opportunities for non-EU exporters

From a non-EU supplier's perspective, identifying EU flows subject to CBAM legislation is crucial. Those capable of providing CBAM-relevant data (such as direct and indirect emissions embedded in the imported CBAM goods) gain a competitive edge, especially during the definitive period. However, challenges remain, particularly regarding data collation and sharing between EU importers and non-EU suppliers.

CBAM in the United Kingdom

Similar to the implementation of EU CBAM to address carbon leakage, the United Kingdom is also proposing to implement UK CBAM by 2027. The scope of UK CBAM extends to the aluminum, cement, ceramics, fertilizers, glass, hydrogen, iron, and steel sectors. UK CBAM would cover Scope 1 emissions (direct activities owned or controlled by an organization), Scope 2 emissions (an organization's consumption of purchased electricity, heat, steam, and cooling), and Scope 3 emissions (indirect emissions created upstream or downstream). The CBAM liability will rest directly with the importer of the imported product based on the emissions embodied in the imported goods. Unlike the EU CBAM definitive period, there will be no purchase or trading of emission certificates. A public consultation document was also published inviting comments (until June 13, 2024) on the design and administration of UK CBAM.

Exploring Automation and Outsourcing Opportunities

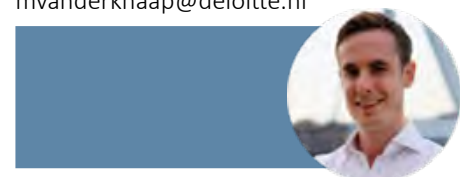
As the regulatory landscape continues to evolve, stakeholders must remain proactive, adapting to new requirements, and leveraging technology to navigate the complexities of EU CBAM effectively. Automation emerges as a solution to streamline CBAM data flows between EU importers and non-EU suppliers. Investing in robust automated systems can mitigate errors, reduce time consumption, and ensure seamless compliance with EU CBAM regulations.

For more information on the impact of CBAM, outsourcing your compliance burden or automation opportunities for both EU importers and non-EU exporters, please visit our [Deloitte CBAM Compliance Manager](#) website or contact:

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SAVE THE DATE



Navigating Packaging Compliance under Extended Producer Responsibility and the Plastic Packaging Tax

Navigating the intricacies of packaging compliance regulations can feel complex and overwhelming, especially with the recent changes in legislation.

In line with the UK's ongoing efforts to enhance recycling practices, the regulatory landscape has evolved significantly in recent years, notably with the introduction of both Extended Producer Responsibility (EPR) for packaging and the Plastic Packaging Tax (PPT), both of which demand swift action from obligated businesses.

As one of the UK's leading packaging compliance schemes, at Clarity we offer expert solutions to help businesses comply with the environmental regulations. Working with some of the best-known brands in the world and with a member retention rate of 99%, we pride ourselves on delivering exceptional customer service to empower our members to navigate the regulatory requirements with confidence.



Extended Producer Responsibility for Packaging

EPR for packaging is a system designed to shift the financial responsibility of packaging waste management from taxpayers to the businesses responsible for placing packaging on the UK market with the aim of incentivising more accountable and sustainable packaging practices. Implemented in 2023 with the start of the data collection stage it will see a phased introduction of fees from 2025 onwards.

If your business is a brand owner or an importer and has:

- An annual turnover of £2 million or more

- And supplies or imports more than 50t of empty packaging or packaged goods in the UK

You may be classed as a “large organisation” and will be obligated to:

- Report packaging data twice a year
- Purchase PRNs to meet your recycling obligation
- Register on the Government’s Report Packaging Data system (RPD)
- Pay local authority, collection and sorting costs direct to government

If your business:

- Has a turnover between £1 and £2 million
- And supplies or imports between 25t and 50t of empty packaging or packaged goods to the UK

You may be classed as a “small organisation”; you will need to collate and report your 2024 packaging handled by April 2025 and should begin proactively collecting your data.

At Clarity, all our obligated members benefit from tailored compliance support, ensuring they are aware of their environmental reporting requirements.

Whether your business is already enrolled in a compliance scheme or seeking guidance on your obligations, we are here to support businesses every step of the way. Our packaging scheme and data management service provide a trusted process and framework for excellence in compliance. Our Comply with Clarity members benefit from our packaging compliance expertise and wider regulatory support:

- Unlimited access to their specialist Compliance Manager
- 24-hour EPR response assurance
- Transparent costs and invoicing
- Dynamic EPR forecasting
- Ethically sourced recycling evidence
- Proactive 1-2-1 support, business briefing webinars and training sessions
- Bespoke strategic support, enabling procurement and sustainability goals to be met

If you require further assistance or clarification on your obligations, please reach out to our team of experts at info@clarityenv.eu or find out more here: www.clarity.eu.com/basa

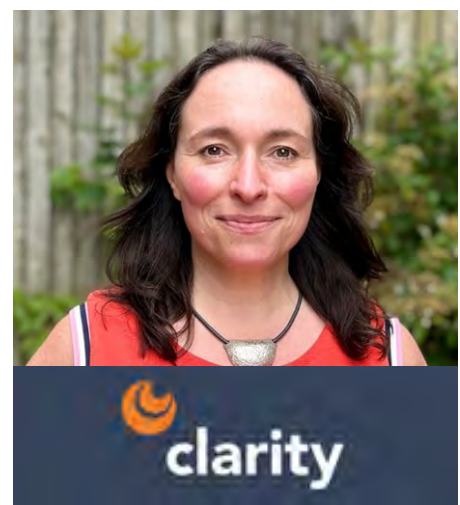
Kate Ballard
Head of Client Experience
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Example of a Clarity Member Packaging Analysis and Impact Report for EPR

The Plastic Packaging Tax

PPT is a tax which was introduced on 1st April 2022. Designed to encourage the use of more recycled plastic, PPT applies to plastic packaging that does not contain at least 30% recycled content. Applicable to businesses which, within a 12-month period, manufacture or import 10t or more of plastic packaging components into the UK. The rate of the tax is set at £217.85 per tonne of plastic packaging placed onto the UK market.



Mapei welcomes the Concrete Industry to New Speke Plant

Mapei recently welcomed customers, colleagues and industry press from around the world to the Grand Opening of its new Admixtures Plant in Speke, near Liverpool. Following a welcome from Mapei's UK's senior management team, the site was officially opened by Mapei CEO's Veronica & Marco Squinzi. The event included celebrity and keynote presentations from guest speakers – Charlie Luxton and Jasen Gauld – as well as the launch of the Cube System; Mapei's solution for low carbon concrete.

Mapei's second site in the UK, the new 3200 m2 facility in Speke provides a UK manufacturing facility for Mapei admixtures, along with a warehousing facility, research and development laboratories and offices. During its official opening, celebrity speaker Charlie Luxton - Founder of architectural practice, Charlie Luxton Design, Public Speaker & Broadcaster – and keynote speaker, Jasen Gauld- National Concrete Solutions and Product Development Director at Aggregate Industries UK – both addressed guests on sustainability in the industry. This was followed by a launch presentation on Mapei Cube – a complete portfolio of solutions as a contribution to reducing the environmental impact of the production and use of concrete.

Following a buffet lunch, key personnel from Mapei's admixtures team conducted tours of the three brand new on-site laboratories.

"Mapei UK was founded in 1989, in Middlesbrough," explains Veronica Squinzi, Mapei CEO, "Today, also thanks to the local production capacity, we are market leader in products for the installation of ceramic and stone materials. Consistent with our internationalisation strategy, we want to continue to strengthen our presence in this country by seizing every opportunity that allows us to grow responsibly."

"With this new plant dedicated to the production of concrete admixtures, we will also become more competitive in the infrastructure sector where we are already present with important projects, such as the Thames Tideway Tunnel," adds Marco Squinzi, CEO of Mapei. "We will thus introduce, also in the United



Kingdom, our innovative solutions that can help the concrete industry to maintain high quality standards, reducing the climate impact both in the construction of large works and in residential building."

"We were delighted to welcome our guests to the new facility at Speke. The facility has expanded and strengthened Mapei's presence in the UK and enabled faster output with a lower carbon footprint. And now this is enhanced further by the launch of Mapei Cube, which actively helps the industry maintain its high standards whilst reducing climatic impact," commented Julian Pritchard, Mapei UK Commercial Director Building Products.

"Our Speke site and new innovations, including Mapei Cube, demonstrate Mapei Group's commitment to the UK market - and to building a present designed for future generations," added Phil Breakspear, Mapei UK Managing Director.

Products manufactured at the new site will include admixtures from Mapei's Dynamon, Chronos, Vibromix and Idrocrete ranges. Mapei's wide range of admixtures for concrete includes precast solutions, fibre reinforcement, air-entraining agents, water reducers, retarders, accelerators, superplasticizers, corrosion inhibitors, shrinkage reducers, viscosity-modifying agents and masonry products.



If you would like to be kept up to date with all the developments and industry news from Mapei UK, sign up here: <https://www.mapei.com/gb/en/newsletter>



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