

the UK flavour association

Member handbook



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An introduction to the UK Flavour Association

The UK Flavour Association was formed as the British Essence Manufacturers' Association in 1917 and is recognised as the representative body for the UK flavourings industry. Membership currently stands at 40 companies, ranging from large multinationals to smaller, UK-based speciality flavourings manufacturers.

The Association serves the interests of manufacturers of flavourings and suppliers of raw materials to the industry by taking action on any matter which arises affecting the industry, by circulating relevant information, by fielding enquiries, and by liaising with other organisations and Government departments.

The UK Flavour Association subscribes to membership of both the International Organisation of the Flavour Industry (IOFI) and the European Flavour Association (EFFA), and Members are able to access, either directly or through the UK Flavour Association, the services and information provided by these organisations.

The objectives of the Association include:

- To proactively promote and protect the interests of the Flavour industry and Association members.
- To be the trusted voice of the UK Flavour Industry.
- To monitor, co-ordinate and, where necessary, define, industry best practice in regulatory, safety, technical, and scientific issues.
- To create networks and alliances with key stakeholders.
- To provide coordination and communication between members.

Dear members, prospective members and stakeholders,

The purpose of this handbook is to outline the way in which the UK Flavour Association works and how it can support flavour companies and other stakeholders within the food and beverage industry. We want to explain our role in supporting members across a range of subjects, including:

- Regulations
 - Guidance on industry and policy
 - Skills and training
 - Sustainability
 - Trade issues
 - Government consultations
- ... and more!

It is also important to show how we work with other trade associations, organisations, educational settings and governmental departments so that members and stakeholders alike can extract maximum value from the UK Flavour Association.

We hope that you find this handbook useful and would like to extend our thanks to all of our members for your continued support.

Yours sincerely,

Eva Agnew

**Chair of the
UK Flavour Association**



The value of the Association to its members

“As an SME, the UK Flavour Association has been invaluable in keeping us up to date with impending regulatory changes and understanding the impacts that it might have on our business and our customers. The knowledge and experience of the members of the Technical Committee is inspiring and an invaluable network to share concerns and raise issues (without contravening the anti-trust requirements).

Through the UK Flavour Association, we have the opportunity to participate in influencing decision-making with Industry Position Statements and regulations at UK and European level – it is a way to ensure our voice is heard.

The UK Flavour Association and its membership enables us to raise queries on interpretation of regulations and other matters – drawing on expertise through other members, knowing it will be dealt with in confidence.”

Lionel Hitchen Ltd

All UK Flavour Association members are, in turn, members of the European and International trade associations and, as a result, all agree to adhere to the Codes of Practice of both of these associations.

This ensures the safe manufacture and use of flavours, and all flavour suppliers benefit enormously from the ongoing support that their Association membership gives them.

Legislation and regulations

Members have the benefit of Association updates on ongoing legislative matters to ensure that they are fully aware of all potential upcoming changes in legislation. They are also able to influence legislative bodies. Discussions at meetings and feedback to the Association helps formulate positions, guidance and/or queries that shape the Association’s advocacy efforts with regularly authorities.

Members benefit in particular from early tracking of flavouring substances through the GB and EU evaluation process and publication of the IFRA/IOFI Labelling manual which advises on GHS labelling for material used by the industry.

Informing and advising Members on divergence of regulation from the EU post-Brexit and identifying any resulting barriers to trade is naturally a key focus for the Association at present.

Committee and representation

The Association has an active Technical Committee, which meets five times a year, and full, associate and observer Members are eligible to send a representative to this Committee.

An Executive Committee of up to 12 elected representatives governs the running of the Association.

The UK Flavour Association provides the best way for flavour companies to:



Understand regulatory changes

Be aware of and prepare for changes in the EU and UK regulatory regimes. Participate in regulatory days to hear more about regulation changes.



Get industry support

Monitor and compare demands upon our industry from major customers and, where appropriate, develop common industry positioning to deal with these.



Be in the know

Keep up-to-date with all other indirect regulatory issues affecting the flavour industry by virtue of what it does; for example Health & Safety, Food Safety or Excise Duty arrangements.



Be part of change

Participate in a concentrated industry response to those proposed changes, aimed at achieving the most workable regulatory framework for the future.



Hear consumer concerns

Be aware of consumer issues that may impact our industry over time; good examples being the growth in the organic movement, and the concern with GM foods.



Network

Flavour Days and other events provide the opportunity to network with colleagues in the industry.



Maintain global awareness

Be aware of UK, European and broader global issues affecting the flavour business.

The UK Flavour Association supports and enables our members to provide their customers with well informed, reliable and up-to-date information on key issues relating to the use of flavourings and helps them to obtain technical support that is aligned to national and international best practice.

Please speak to the Association’s Secretary, Julie Young, for membership enquiries: secretariat@ukflavourassociation.org.



“The importance of working collaboratively with other trade associations like the UK Flavour Association cannot be underestimated, especially given the current political and regulatory landscape that the UK finds itself in, highly impacted by EU exit, the Covid-19 pandemic, and ongoing concerns about diets and the environment.”

Snack, Nut & Crisp Manufacturers' Association

How the Association interacts with other stakeholders

The UK Flavour Association is active across the UK and Europe through our relationships with a range of stakeholders: from government bodies to food and standards organisations.

Working with industry

Government departments

- Industry representation
- Trade issues
- Government consultations
- Regulations
- Industry/policy guidance
- Sustainability
- Promoting the flavour industry.

Educators

- Skills and training
- Promoting the flavour industry.

Fellow associations

- Industry representation
- Sustainability
- Trade issues
- Regulations
- Industry/policy guidance
- Skills and training
- Promoting the flavour industry
- Crisis management
- Networking.

Standard setters

- Industry representation
- Sustainability
- Trade issues
- Regulations
- Industry/policy guidance
- Promoting the flavour industry.



The Association has strong relationships with the European Flavour Association (EFFA) and International Flavour Association (IOFI) to develop consistent communications across members and to align on certain topics such as post-Brexit negotiations. Working together adds to our strength and ability to influence across the industry.



Spotlight on Brexit

Brexit has created many challenges for the UK and European flavour industries. The UK Flavour Association is on top of diverging legislation and helps members keep track of British and EU legislation, as well as participating in advocacy on trade issues.



Spotlight on sustainability

The rising global population is placing a huge amount of pressure on global supply chains. As an industry, we are playing a key role in maximising available resources but there is a real challenge ahead.

UK Flavour Association members are able to take advantage of the voluntary framework put into place by the **IFRA-IOFI Sustainability Charter**, a joint enterprise with the fragrance industry and launched in 2020.

The Charter is open, inclusive and comprehensive, taking a 'life-cycle' approach and giving the opportunity and tools for everyone in our industries to contribute to a brighter and more sustainable future.

The Charter builds on the F&F industries' proud heritage and on the long-standing commitment to sustainable development across its many dimensions that has been shown by many individual companies. The Charter complements company sustainability programs, helping our industries as a whole to make advances on sustainability by sharing best practice and benchmarking progress.

Five focus areas are at the heart of the Charter, namely:

- Responsible sourcing
- Environmental food-print and climate change
- Well-being of employees
- Product Safety
- Transparency.

As of September 2021, 13 UK Flavour Association members have so far committed their signature to The Charter (of 129 worldwide organisations that have become signatories).

Spotlight on skills and training

Food and Drink is the UK's biggest manufacturing sector, employing more than 440,000 people and generating a turnover of £104.4 billion¹. This equates to 20% of total UK manufacturing, making it larger than automotive and aerospace combined.

The UK flavour industry is an exciting and dynamic industry to be a part of, but sourcing the right people and skills is crucial to help it evolve for continued success.

University courses

- Whether someone is just starting out their career in flavourings or is interested in furthering their experience in the industry, there are plenty of opportunities and training courses available throughout the UK.
- Both the **University of Reading** and the **University of Nottingham** offer Flavourist training courses, which help to provide postgraduates or flavour house employees with a deep understanding of flavours, their characteristics and their application.

Apprentice schemes

- Training opportunities are also offered by flavour houses themselves – including apprenticeships, graduate schemes, work experience and placements – where those who are new to the industry can learn on the job in a real-life setting.
- The apprenticeships and placements work especially well as students can learn how a flavour house works, gain a wide range of skills and insight into the various job functions, whilst studying for a degree.

Note: *The Association doesn't promote individual company schemes but encourages members to list details on their websites as we do provide [links to all members](#) on the Association's website.*

Industry support

- Another establishment helping promote the interests of current and future flavourists is the **British Society of Flavourists**. Its membership comprises a variety of roles including flavourists and food technologists, but also students, and the society supports several higher education courses.
- The **International Centre for Aroma Trades Studies (ICATS)** was formed over 25 years ago and offers International Federation of Essential Oils and Aroma Trades (IFEAT) accredited postgraduate qualifications for professional in the flavour and fragrance sector.

A note on crisis comms

The UK Flavour Association provides advice to members on their approach to crisis communications planning, and carefully monitors the media for any emerging stories that might negatively impact the sector.



¹www.fdf.org.uk/fdf/business-insights-and-economics/facts-and-stats/

Meet the Executive Committee

- Eva Agnew – Lionel Hitchen (Chair)
- Janis Sinton – TasteTech (Vice Chair)
- Debbie Calver – Givaudan
- Nick French – IFF
- Matthew Carpenter – Sensient
- Mike Gilligan – Kerry Ingredients
- Duncan McBain – Treatt
- Marco Monteiro – Firmenich
- Nigel Martyn – Synergy Flavours
- Jane Route – Symrise
- James Smith – Kalsec
- Steve Pearce – Omega Ingredients



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Steve Pearce
(Omega Ingredients)



Get in touch

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Please visit www.ukflavourassociation.org
for more information, including member
directory and legislative links, as well
as a variety of other resources.

the **UK flavour**
association

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