

# Form AR27

## Trade Union and Labour Relations (Consolidation) Act 1992

### Annual Return for an Employers' Association

Name of Employers' Association:	Confederation of Paper Industries Limited				
Year ended:	31st December 2024				
List No:					
Head or Main Office:	Kingston House				
	Lydiard Fields				
	Swindon				
Postcode	SN5 8UB				
Website address (if available)	paper.org.uk				
Has the address changed during the year to which the return relates?	Yes		No	X	('X' in appropriate box)
General Secretary:	ANDREW LARGE				
Contact name for queries regarding the completion of this return:	N FISHBURNE				
Telephone Number:	01793889600				
E-mail:	nfishburne@paper.org.uk				

**Please follow the guidance notes in the completion of this return**

Any difficulties or problems in the completion of this return should be directed to the Certification Office as below or by telephone to: 0330 1093602

You should send the annual return to the following address stating the name of the union in subject:

[returns@certoffice.org](mailto:returns@certoffice.org)

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## Return of Members

(see note 9)

Number of members at the end of the year				
Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (Including Channel Islands)	Totals
70				70

## Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return.

Position held	Name of Officer ceasing to hold office	Name of Officer appointed	Date of Change
DIRECTOR	BRIAN LISTER		11 November 2024

## Officers in post

(see note 10)

**Please complete list of all officers in post at the end of the year to which this form relates.**

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Filing for: CONFEDERATION OF PAPER INDUSTRIES LIMITED (03886916)

## Directors information

**BARBER, Paul James**

Correspondence address

**Same as registered office address**

Date of birth

**30 December 1979**

Appointed on

**13 May 2025**

Nationality

**British**

Country of residence

**England**

Occupation

**Director**

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**BUSSEY, Kevin James**

Correspondence address

**Same as registered office address**

Date of birth

**1 October 1970**

Appointed on

**7 February 2023**

Nationality

**British**

Country of residence

**United Kingdom**

Occupation

**Managing Director**

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**FISHBURNE, Neil Robert**

Correspondence address

**Same as registered office address**

Date of birth

**9 May 1966**

Appointed on

**3 April 2017**

Nationality

**British**

Country of residence

**England**

Occupation

**Finance Director**

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**LARGE, Andrew Gordon**

Correspondence address

**Same as registered office address**

Date of birth

**29 September 1969**

Appointed on

**9 September 2016**

Nationality

**British**

Country of residence

**United Kingdom**

Occupation

**Director**

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**LOFGREN, Ulf Lennart**

Correspondence address

**Same as registered office address**

Date of birth

**1 November 1969**

Appointed on

**1 November 2023**

Nationality

**Swedish**

Country of residence

**United Kingdom**

Occupation

**Director**

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**RICHARDSON, David John**

Correspondence address

**Same as registered office address**

Date of birth

**11 October 1969**

Appointed on

**14 February 2025**

Nationality

**British**

Country of residence

**United Kingdom**

Occupation

**Chief Executive**

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## Revenue Account / General Fund

(see notes 11 to 16)

Previous Year			£	£
	<b>Income</b>			
1,632,238	From Members	Subscriptions, levies, etc	1,767,860	1,767,860
	Investment income	Interest and dividends (gross)		
60,393		Bank interest (gross)	83,812	83,812
		Other (specify)		
		DIVIDENDS	50,000	50,000
60,393		Total Investment Income	133,812	133,812
	Other Income	Rents received		
		Insurance commission		
308,241		Consultancy fees	323,653	323,653
		Publications/Seminars		
		Miscellaneous receipts (specify)		
308,241		Total of other income		323,653
2,000,872		<b>Total income</b>		2,225,325
	<b>Interfund Transfers IN</b>			
	<b>Expenditure</b>			
1,396,414	Administrative expenses	Remuneration and expenses of staff	1,523,589	1,523,589
14,587		Occupancy costs	27,514	27,514
4,871		Printing, Stationery, Post	4,163	4,163
8,592		Telephones	6,379	6,379
55,102		Legal and Professional fees	41,960	41,960
		Miscellaneous (specify)		
56,472		IT Expenses	68,822	68,822
2,379		General Office Expenses	1,096	1,096
1,538,417		Total of Admin expenses		1,673,523
	Other Charges	Bank charges	1,465	1,465
1,876		Depreciation	8,272	8,272
6,728		Sums written off	226	226
494		Affiliation fees	305,432	305,432
301,951		Donations		
		Conference and meeting fees	47,098	47,098
94		Expenses		
		Miscellaneous (specify)		
162,045		Projects & Campaigns	161,622	161,622
11,098		Communications	5,745	5,745
484,286		Total of other charges		529,860
	Taxation			
2,022,703		<b>Total expenditure</b>		2,203,383
	<b>Interfund Transfers OUT</b>			
-21,831		Surplus/Deficit for year		21,942
		Amount of fund at beginning of year		1,424,238
		Amount of fund at end of year		1,446,180

(see notes 17 to 18)

Account 2		Fund Account	
Name of account:		£	£
Income			
	From members		
	Investment income		
	Other Income (specify)		
		<b>Total Income</b>	
	<b>Interfund Transfers IN</b>		
Expenditure			
	Administrative expenses		
	Other expenditure (specify)		
		<b>Total Expenditure</b>	
	<b>Interfund Transfers OUT</b>		
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

Account 3		Fund Account	
Name of account:		£	£
Income			
	From members		
	Investment income		
	Other income (specify)		
		<b>Total Income</b>	
<b>Interfund Transfers IN</b>			
Expenditure			
	Administrative expenses		
	Other expenditure (specify)		
		<b>Total Expenditure</b>	
<b>Interfund Transfers OUT</b>			
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

(see notes 17 to 18)

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(see notes 17 to 18)

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(see notes 19 and 20)

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## Fixed Assets account

(see note 21)

	Land and Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total £
<b>Cost or Valuation</b>				
At start of period			12,917	12,917
Additions during period			8,228	8,228
Less: Disposals			-2,135	-2,135
Less: Depreciation			-6,363	-6,363
Total to end of period			12,647	12,647
<b>Book Amount</b> at end of period			12,647	12,647
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
<b>Total of Fixed Assets</b>			12,647	12,647

# Analysis of Investments

(see note 22)

Quoted		Other Funds
	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	
	Total Quoted (as Balance Sheet)	
	Market Value of Quoted Investments	
Unquoted	British Government Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted investments (to be specified)	
	Investment in wholly owned subsidiary	264,972
	Total Unquoted (as Balance Sheet)	264,972
	Market Value of Unquoted Investments	

\* Market value of investments to be stated where these are different from the figures quoted in the balance sheet

## Analysis of investment income (Controlling interests)

(see note 23)

**Does the association, or any constituent part of the association, have a controlling interest in any limited company?**

Yes

No

If Yes name the relevant companies:

Company name

Company registration number (if not registered in England & Wales, state where registered)

THE PAPER SECTOR CLIMATE CHANGE MANAGEMENT  
COMPANY LTD

2863019

PAPERCYCLE LIMITED

13121270

### Incorporated Employers' Associations

**Are the shares which are controlled by the association registered in the association's name**

Yes

No

If NO, please state the names of the persons in whom the shares controlled by the association are registered.

Company name

Names of shareholders

### Unincorporated Employers' Associations

**Are the shares which are controlled by the association registered in the names of the association's trustees?**

Yes

No

If NO, state the names of the persons in whom the shares controlled by the association are registered.

Company name

Names of shareholders

## Summary Sheet

(see notes 24 to 33)

		All Funds	Total Funds
		£	£
<b>Income</b>			
From Members		1,767,860	1,767,860
From Investments		133,812	133,812
Other Income (including increases by revaluation of assets)		323,653	323,653
	<b>Total Income</b>	2,225,325	2,225,325
<b>Expenditure</b> (including decreases by revaluation of assets)			
	<b>Total Expenditure</b>	2,203,383	2,203,383
<b>Funds at beginning of year</b> (including reserves)		1,424,238	1,424,238
<b>Funds at end of year</b> (including reserves)		1,446,180	1,446,180
<b>ASSETS</b>			
	Fixed Assets		12,647
	Investment Assets		264,972
	Other Assets		2,820,012
	<b>Total Assets</b>		3,097,631
<b>Liabilities</b>			
	<b>Total Liabilities</b>		1,651,451
<b>Net Assets (Total Assets less Total Liabilities)</b>			1,446,180

# Summary Sheet

(see notes 24 to 33)

		All Funds	Total Funds
		£	£
<b>Income</b>			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
	<b>Total Income</b>		
<b>Expenditure</b>			
(including decreases by revaluation of assets)			
	<b>Total Expenditure</b>		
<b>Funds at beginning of year</b>			
(including reserves)			
<b>Funds at end of year</b>			
(including reserves)			
<b>ASSETS</b>			
	Fixed Assets		
	Investment Assets		
	Other Assets		
	<b>Total Assets</b>		
<b>Liabilities</b>			
	<b>Total Liabilities</b>		
<b>Net Assets (Total Assets less Total Liabilities)</b>			

## Notes to the accounts

(see note 34)

All notes to the accounts must be entered on or attached to this part of the return.

SEE THE ACCOUNTING POLICIES IN THE ATTACHED FINANCIAL STATEMENTS

## Accounting policies



(see notes 35 & 36)

## Signatures to the annual return

(see notes 37 and 38)

Including the accounts and balance sheet contained in the return.

Please copy and paste your electronic signature here

Secretary's Signature: 	Chairman's Signature: 
Name: N FISHBURNE	Name: A LARGE
Date: 15 May 2025	Date: 15 May 2025

## Checklist

(see note 39)

(please enter 'X' as appropriate)

Is the return of officers attached? (see Page 2)	Yes	<b>X</b>	No	
Has the list of officers been completed? (see Page 2A)	Yes	<b>X</b>	No	
Has the return been signed? (see Note 37)	Yes	<b>X</b>	No	
Has the auditor's report been completed? (see Note 41)	Yes	<b>X</b>	No	
Is the rule book enclosed? (see Note 39)	Yes	<b>X</b>	No	
Has the summary sheet been completed? (see Notes 6 and 24 to 33)	Yes	<b>X</b>	No	

## Checklist for auditor's report

(see notes 41 to 44)

**The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.**

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate? (See section 36(1) and (2) of the 1992 Act and notes 43 and 44)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.

(See section 36(4) of the 1992 Act set out in note 43)


Please explain in your report overleaf or attached.

3. Your auditors or auditor must include in their report the following wording:

**In our opinion the financial statements:**

- **give a true and fair view of the matters to which they relate to.**
- **have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.**

## Auditor's report (continued)

Signature(s) of auditor or auditors:		
Name(s):	Martin Longmore	
Profession(s) or Calling(s):	FCA	
Address(es)	Sumer Audit, Hermes House, Fire Fly Avenue, Swindon SN2 2GA	
Date:	15.5.25	
Contact name for enquiries and telephone number:	Heather Weeks 01793 818300	

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.

Double- click on icon to open guidance