

March 2018

The Register is based on five categories of interest:

- **Category 1 - Other Employment including other Non-Executive and equivalent roles** – all interests, paid or unpaid, current and at least dating back 5 years, to be registered of the Board member and close family (partners, children, parents and siblings) or members of the household
- **Category 2 - Business involvement including land and property** – any interest of the Board member and close family (partners, children, parents and siblings) or members of the household to be registered, where there are currently or potentially business interactions relevant to NRW's role and remit
- **Category 3 - Companies and Securities** - any interest of the Board member and close family (partners, children, parents and siblings) or members of the household to be registered, where the companies or securities held are currently or potentially relevant to NRW's role and remit
- **Category 4 - Memberships** - any interest of the Board member and close family (partners, children, parents and siblings) or members of the household to be registered, where the organisations for which memberships are held are currently or potentially relevant to NRW's role and remit
- **Category 5 - Any other interest** – where the Board member wishes to declare any other interest at their own discretion

For Category 1, historic interests (within the last 5 years) should be registered. For all other categories, only current interests are required to be registered.

This Register is consistent with the registers and forms used elsewhere in the public sector.

The Register will be kept under review by the Board Secretariat.

Category 1 - Other Employment including other Non-Executive and equivalent roles – all interests, paid or unpaid, to be registered

e.g.

- register all Executive or Non-Executive Board, Committee, Council or Trust membership (public, private and third sector organisations)
- register all Public or private employment or consultancies.

Register all current and historic (within the last 5 years) interests, irrespective of current or potential involvement with NRW

Names	Effective date	Organisation	Nature of business	Nature of post	Additional information (e.g. family interests, etc)
Karen Balmer	June 2012 – January 2017	North East Wales Wildlife	Charity	Trustee	
Karen Balmer	June 2013 – June 2017	Agored Cymru	Charity	Board Member & Vice Chair	
Karen Balmer	February 2015 - present	Cycling 4 All	Charity	Trustee / Member	
Karen Balmer	May 2015 - present	Skill Hive CIC	Community Interest company	Director / Member	
Karen Balmer	July 2005 - present	IK Tech	Technology Company	Spouse – Director IK Tech	
Karen Balmer	February 2011 - present	Groundwork North Wales	Registered Charity	Full time employment	
Karen Balmer	January 2016 – present	Refurbs Flintshire	Charity	Subsidiary of Groundwork NW	
Karen Balmer	November 2016 - present	Wild Ground	Charity	Subsidiary of Groundwork NW	
Chris Blake	2009 - present	The Green Valleys (Wales) CIC	Community Interest Company	Director	

Chris Blake	2010 - present	TGV Hydro Ltd	Hydro business	Director	Wholly owned subsidiary of above organisation
Chris Blake	2012 - present	Community energy Wales Ltd	Social Enterprise	Director	
Chris Blake	2013 - present	Community Energy Fund	Social Enterprise	Member of the Steering Committee	(administered by Robert Owen Community Banking Fund)
Chris Blake	2012 - present	RENEW Wales	Social Enterprise	Member of the Steering Committee	(Administered by DTA Wales)
Chris Blake	2005 - 2015	Unruly Holdings Limited	Social Media Marketing	Non-Executive Director	
Chris Blake	2003 to 2017	Zemlake Limited	Business Consultancy	Director	
Chris Blake	2017 - present	Energy Local CIC	Social Enterprise	Director	
Chris Blake	2017- present	Common Cause Foundation	Social Enterprise	Director	
Chris Blake	2018	Black Mountains College	Social Enterprise	Director	
Howard C Davies	June 2010 – present	National Association for Areas of Outstanding Natural Beauty.		Chief Executive	
Howard C Davies	November 2016 – present	Coed Cymru Strategy Group	Charity	Member	
Dr Ruth Hall	From 1 st February 2018	NHS	Education, training and development of the NHS workforce	Non-executive Director	n/a
Dr Ruth Hall	Existing	Ancaster Estates	Private company limited by guarantee	Land and Property management	Son is a director of the company and managing agent

Dr Ruth Hall	2014 - 2017	Public Policy Institute Wales, Cardiff University	University	Governor, vice-chair	
Dr Ruth Hall	2005 - present	University of the West of England	University	Visiting chair	
Dr Ruth Hall	2005 - 2013	Environment Agency	Public sector	Non-executive Board member	
Dr Ruth Hall	2005 - 2015	NICE	Public sector	Public Health Advisory Committee member	
Dr Ruth Hall	1986 - present	William Hall & Co - Chartered Surveyors.	Private, professional partnership	Land and property Management	Son is a self-employed partner, daughter employed by the business
Dr Ruth Hall	March 2015-March 2018	Mid Wales Healthcare Collaborative	Health Board Collaborative	Chair	
Dr Ruth Hall	2015 - 2018	Canal & River Trust	Charity	Member of Board in Wales and National Council	non-remunerated appointments
Dr Ruth Hall	2015 - 2018	National Trust	Charity	Member of Council	non-remunerated appointments
Dr Madeleine Havard	September 2009 – August 2016	Open University in Wales	University	Associate Lecturer	
Dr Madeleine Havard	October 2010 – September 2016	Heritage Lottery Fund	Grant awarding organisation	Committee for Wales Member:	
Dr Madeleine	June 2015 – June	Flood Risk Management	Advisory Committee	Chair	

Havard	2017	Wales,	to NRW		
Dr Madeleine Havard	1985 - present	BBC Wales	Media	Occasional contributor	
Dr Madeleine Havard	August 2009 – March 2013	Countryside Council for Wales,	Government	CAN Project Selection Board Member	
Dr Madeleine Havard	October 2010 – March 2013	Environment Agency	Government	Board Member	
Dr Madeleine Havard	January 1993 - present	Crinow Engineering	Micro manufacturing business: production of marine filters/strainers.	Partner	Family business
Dr Madeleine Havard	December 2015 - present	Joint Nature Conservation Committee & JNCC Co Ltd	UK Advisory Committee	Committee Member and Director	NRW Representative
Dr Madeleine Havard (Spouse)	June 2013 – April 2014	Vattenfall – Pen y Cymoedd Wind Energy,	Renewable Energy	Independent Chair, Peat Improvement Management Protocol Group	
Dr Elizabeth Haywood		Hendre Group – Board Member	Housing, care and support and professional		
Dr Elizabeth Haywood	January 2015	Leonard Cheshire Disability	Charity	Board Member and Trustee	
Dr Elizabeth Haywood	2008 - present	Haywood Hain LLP	Management consultancy	Partner	Management consultancy jointly

					owned with spouse
Dr Elizabeth Haywood		Gordon Dadds	Management Consultancy	Spoue - Global & Government Adviser	
Dr Elizabeth Haywood		Cyrus Investment	Private Equity	Spouse - Adviser	
Dr Elizabeth Haywood		Donald Woods Foundation	Charity	Spouse- Chair	
Zoë Henderson	2009 - 2011	Venture Wales	Consultancy services		
Zoë Henderson	2010 – to 31 st March 2017	AHDB Potatoes a division of the Agricultural and Horticultural Development Board	Potato Industry statutory levy board	Non- Executive Board member	
Zoë Henderson	2013 - present	Dating Old Welsh Houses Group (non – remunerated)	Independent database of historic houses	Trustee and membership secretary	
Zoë Henderson	2009 - present	Zoe Henderson Curtains and Interiors	Interior design Firm	Proprietor	
Zoë Henderson	2009 - present	Business consultancy	Business consultancy		
Zoë Henderson	2012 - present	Country Land and Business Association (CLA)	Rural land association	North Wales Committee Member (non-remunerated)	
Zoe Henderson	present	CLA Environment Committee	National committee	Non-renumerated	

Diane McCrea	March 2017 to 2019	Office for Road and Rail	Regulator in England and Wales	Independent member of consumer expert panel	
Diane McCrea	June 2016 - present	Joint Nature Conservation Committee & JNCC Co Ltd	UK Advisory Committee	Committee Member and Director	NRW Representative
Diane McCrea	2010 to April 2018	Shelter Cymru	Charity	Chair of Board of Trustees, remaining as Trustee until April 2018	Not remunerated
Diane McCrea	April 2012 to April 2016	Soil Association Certification Ltd	Not-for-profit business	Independent Chair of Certification Scrutiny Committee	
Diane McCrea	May 2013 to end of April 2017	Transport Focus	Statutory independent transport user watchdog	Board Member for Wales – due to potential conflict of interest standing down at end of term	Statutory Committee Appointed by Welsh Minister for Economy
Diane McCrea	2012 to November 2015	Dee Valley and Dwr Cymru Welsh Water	Customer engagement forums	Chair of Customer Challenge groups	
Diane McCrea	October 2005 to end of September 2015	Consumer Council for Water	Consumer Representation in the water industry – England and Wales	Vice Chair of the Board and Chair of the Wales Committee	Statutory Committee Appointed by Welsh Minister for Natural Resources.
Diane McCrea	2015	Ofwat – independent resilience working group	Resilience – review of the water industry	Independent member of the group representing consumer interests and Wales aspects	

Diane McCrea	2007- Nov 2013	Assured Food Standards (Red Tractor)	Food assurance	Independent Board Member	
Diane McCrea	2008 – July 2012	Food Standards Agency Advisory Committee on Animal Feedingstuffs	Advisory Committee	Consumer member	Appointed by FSA
Diane McCrea	2007- 2012	UK Spongiform Encephalopathy Advisory Committee (SEAC)	UK Government Advisory Group	Independent lay member	Appointed by UK Government Health Minister
Andy Middleton	1986 - present	TYF Group	Sustainability consulting, education, adventure & retail	Chief Exploration Officer	Jointly owned with spouse
Andy Middleton	2011 - present	EnviroPass Ltd	Training		
Andy Middleton	2005 - present	Pembrokeshire Properties Ltd	Property		
Andy Middleton	2007 to present	The Do Lectures	Sustainability and social change lecture & events	Founding Partner	
Andy Middleton	2005 to present	BBC Wales	Media	Contributor and commentator	
Andy Middleton	2015- present	INSPIRE (Institute for Sustainable Practice, Innovation & Resource Efficiency at UWTSU)	Sustainability	Associate Director	
Andy Middleton	2018- present	Slipstream Futures	Innovation Consultancy	Co-founder	
Andy Middleton	2018-present		Sustainability & Innovation		

			Consultancy		
Clare Pillman	2014 to date	National Theatre Wales		Board Member	
Nigel Reader	February 2010 to present	Marine Management Organisation (MMO)	Government	Non-Executive Board Member	Remunerated
Nigel Reader	June 2011 to present	Natural England	Government	Non-Executive Board Member & Audit Committee Chair and Remuneration Committee Chair.	Remunerated
Nigel Reader	September 2011 to present	Enefar Limited	Management consultancy business)	Sole Director of the company	It has been dormant since the completion of contract with WG for the peer review of the business case for a single environmental body in Wales (Sept-Nov 2011). Inactive since April 2012.
Nigel Reader	September 2015 - present	Excellent Development	Charity which provides sustainable water resources solutions in Africa and India.	Trustee and treasurer	Unremunerated
Nigel Reader	1 Sept 2016	JNCC	Defra NDPB Environmental Monitoring and Regulation and Scientific Research	Independent Member of Audit & Risk Assurance Committee	Remunerated

Nigel Reader	1 April 2016	Defra	UK Government Department	Ex Officio Member of Audit & Risk Committee	Remuneration by Natural England is deemed to cover time spent.
Nigel Reader	1 Sept 2016	APHA	Defra Executive Agency Animal & Plant Health Agency	Non-Executive Member of Management Board and Audit Committee	Remunerated
Sir Paul Williams	June 2011	Harvey Nash	Recruitment agency	An Associate	
Sir Paul Williams	Present	St. John Cymru Wales	Charity	Trustee and Chair of the Audit Committee. Prior Designate assuming role from 24/6/2017	
Sir Paul Williams	Present	Royal Masonic Benevolent Institution	Charity	Trustee and Chair of Board	
Sir Paul Williams	Present	Masonic Charitable Foundation	Charity	Trustee	
Sir Paul Williams	Present	Bevan Commission	Impartial advisory group	Member	
Sir Paul Williams	Present	Public Transport Users Advisory Panel	Government	Chair	

Clare Pillman	Present	National Theatre Wales	Charity	Board Member	
Clare Pillman	Present	14-18 NOW	Charity	Board Member	
Clare Pillman	Present (ends April 2018)	North Wales Building Preservation Trust	Charity	Board Member	
Clare Pillman	Ended January 2018	Welsh Historic Gardens Trust	Charity	Council Member	

Category 2 - Business involvement including land and property – any interest to be registered where there are currently or potentially business interactions relevant to NRW’s role and remit

e.g.

- register any involvement with a public or private company or body who has a business relationship with Natural Resources Wales NRW or has tendered or intends to tender for any contract with NRW
- register any land/water/property (forestry, agriculture, fishery interests, nature conservation) which is potentially subject to regulation, policy direction or grants/funding

Names	Name of the property	General location of the property	Additional information (e.g. family interests, etc)
Chris Blake	At Cwm Farm, Tregoyd, Brecon, Powys, LD3 0SS, home address: Microhydro scheme with NRW abstraction and impoundment licence.	Brecon	
Chris Blake	NRW issued felling licence relating to woodland at my home address	Brecon	
Chris Blake	54 acres Residential small holding, Powys	Brecon	
Dr Madeleine Havard & Spouse	Joint owners of 3.5ha woodland and pasture (adjoining residential property) with riparian interest: bounded by Narberth Brook and traversed and bounded by a tributary of Narberth Brook	Pembrokeshire	
Zoe Henderson	Caerfallen - 3 acres attached to personal residence in North Wales	North Wales	
Zoe Henderson	Caerfallen - 60 acres in North Wales	North Wales	
Zoe Henderson	Henderson Family Trust – ownership of farm buildings with planning permission with Sister and Brother	North Wales	

Category 3 - Companies and Securities - any interest to be registered where the companies or securities held, are currently or potentially relevant to NRW's role and remit

Where the criteria is met, register any beneficial interest in shares which:

Either:

1. Have a market value greater than 1 per cent of the issues share capital; or
2. Have a value exceeding £25,000.

For shareholdings below the declaration value and where there is a current or potential overlap with NRW's role and remit, members are advised to make a declaration to indicate shares are held, but that they are below the declaration value.

Names	Effective date	Name of the Organisation or body	Nature of the company or body's business	Additional information (e.g. family interests, etc)
Chris Blake	2003 - 2017	Zemlake Limited	Business Consultancy	Sole Shares
Diane McCrea		Awel	Community Energy Project	Small shareholding below value for declaration
Andy Middleton		TYF Group Ltd - £250,000 51% Owned, 49% Spouse (No market value)		
Andy Middleton		EnviroPass - 50% owned (No market value)		
Andy Middleton		Pembrokeshire Properties - £250,000		
Andy Middleton		EQi LTd - £20,000		
Nigel Reader		Occupational Pension from Environment	Government	

		Agency Pension Fund (EAPF) EAPF		
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Category 4 – Memberships - any interest to be registered where the organisations for which memberships are held are currently or potentially relevant to NRW's role and remit
e.g.

- register any involvement in the governance and/or lay membership of organisations in receipt of public sector funding or organisations with overlapping interests with the role and remit of NRW
- register any other non-financial connection with a voluntary, statutory, charitable or private body that could create a potential opportunity for, or perception of, conflicting interests. For instance, organisations involved in advocacy or lobbying for policy change that may be relevant to NRW

Name	Name of club or society	Additional information
Karen Balmer	Member of National Trust, RSPB	
Chris Blake	Member British Horse Society	
Chris Blake	Member National Trust	
Chris Blake	Royal Society of Arts- Fellow	
Chris Blake	Member- British Humanist Association	
Howard C Davies	International Union for the Conservation of Nature (IUCN) World Commission on Protected Areas	
Howard C Davies	Trustee and Hon. Vice President of the North Wales Wildlife Trust	
Howard C Davies	Member of Montgomeryshire Wildlife Trust	
Howard C Davies	Fellow of the Royal Geographical Society	

Howard C Davies	Member of the Heather Trust	
Howard C Davies	Member of the British Association for Shooting and Conservation	
Howard C Davies	Member of the Game and Wildlife Conservation Trust	
Howard C Davies	Supporter of the Farming and Wildlife Advisory Group (FWAG Cymru)	
Dr Ruth Hall	Friends of Friendless Churches/ Ancient Monuments Society Life Member	
Dr Madeleine Havard	Member of Wildlife Trust of South & West Wales	Charity
Dr Madeleine Havard	Member of National Trust	Charity
Dr Madeleine Havard	Member of Marine Conservation Society	Charity
Dr Madeleine Havard	Professional Member Marine Biological Association of the UK	Charity
Dr Madeleine Havard	Member of Cadw	
Zoe Henderson	Member of British Horse Society	
Zoë Henderson	Countryside Alliance	
Andy Middleton	Royal Geographical Society - Fellow	
Andy Middleton	Surfers against Sewage – Member	
Andy Middleton	Innovation Advisory Council for Wales	

Andy Middleton	University of Wales Trinity Saint David – Associate Director	
Sir Paul Williams	Honorary Fellow Cardiff Metropolitan University	
Sir Paul Williams	Visiting Professor University of South Wales	

Category 5 - Any other interest - where the Board member wishes to declare any other interest
 Voluntary registration of any other interests based on the individual Board members discretion

Names	Organisation	Nature of interest	Additional Information (e.g. family interest, etc)
Chris Blake	Volunteer Director of Felin Talgarth Mill Limited	Charity	
Dr Ruth Hall	Royal College of Medicine	College	
Dr Ruth Hall	Royal College of Paediatrics & Child Health	College	
Dr Ruth Hall	Faculty of Public Health	Public body	
Dr Madeleine Havard	Ex Chair and Trustee Wales Environment Link (2009 – 2013)	Charity	
Dr Elizabeth Haywood	Spouse of Lord Hain (ex. MP for Neath and current member of the House of Lords)		
Zoe Henderson	Parochial Church Council – Llanfair DC	Religion	
Diane McCrea	Shelter Cymru – Trustee	Charity	
Nigel Reader	Singer/Entertainer – all proceeds from my entertainment work is donated to Charity	Entertainment	

Sir Paul Williams	Member of The Cardiff and County Club, Cardiff and Army Navy Club, London.	Club	
Sir Paul Williams	Officer of the United Grand Lodge of England and Wales, Grand Chapter, Grand Officer Mark Masons and associated degrees.	Club	
Sir Paul Williams	Officer of Provincial Grand Lodge South Wales, Chair 2021 RMBI Festival Committee and member of various lodges and chapters the details of which are all recorded and publically available in the PGLSW Annual Year Book.	Club	