



australian
institute of
**food science
& technology**

UNITING FOOD INDUSTRY PROFESSIONALS IN THE SCIENCE OF FEEDING OUR FUTURE

Grow, Learn, Connect, Champion



ANNUAL REPORT 2020



Notice of Annual General Meeting

2021 AIFST Annual General Meeting

5.30pm (AEST) on Wednesday May 26, 2021

By: Zoom webinar OR in person:

NSW Food Authority, 6 Avenue of the Americas, Newington NSW 2127

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Foreword from the AIFST Chair



2020 will be remembered in history as the year the Australian people and our economy, including the food and related industries faced challenges we could never have foreseen.

The COVID-19 pandemic impacted both domestic and international supply chain efficiencies and ultimately the cost and availability of goods and services. It also affected travel, and the way we conducted business, delivered education, and managed our daily lifestyle. This off the back of several years of severe drought and bushfires.

COVID-19 created many challenges but out of challenge comes opportunity.

The Board and Management of AIFST recognized early the urgent necessity to reengineer our strategic priorities and the way we engaged with members and the broader food industry community. Our plans focused on assuring our Institute's financial base and remodelling our membership engagement programs. This involved transitioning to virtual events for all webinars and our annual convention, increasing our digital media offerings, continuing to rebuild our special interest platforms, and involvement through our State branches.

I am pleased to report that despite the enormous challenges of 2020 the team delivered another surplus budget. We were also highly successful with our world class virtual convention, drawing on both local and international speakers and attendees and entirely run through our virtual office. Throughout the year we also produced and ran a record number of events with registration numbers exceeding all expectations, up from 1,594 in 2019 to 6,082 in 2020.

When preparing this report, I reflected upon the universal changes in the way we, as an institute, will conduct business and grow now and into the future. This coupled with our own 2020 membership survey feedback, has highlighted both challenges and opportunities.

For example:

It is evident that public health scientists have gained significant credibility and status in the community for their efforts to address and manage the COVID-19 crisis. We see an opportunity emerging for the professional food scientist and technologist to strengthen our advocacy in the agri-food science and related fields in cooperation with government(s), universities and research institutes, the media, and the food industry.

As international trade of goods and services continues to be hampered for the foreseeable future, there will be a growing need for our locally based food scientists and technologists to stay at the cutting edge of new developments and to retain this insight throughout their careers. We will strive to ensure our members remain connected with the latest developments in science and technology.

It is expected under the 'new normal', that working from home or part-time attendance at the office arrangements will continue for some time. This means that face-to-face engagement opportunities

which have traditionally assisted in career succession planning and job opportunities, are likely to be impacted unless an effective networking channel for the food professional is readily available.

In all these areas, the AIFST has and will continue to play a supportive role for our members whether through the Continuing Professional Development (CPD) program or through involvement in committees such as the Scientific and Technical Advisory committee (now being established) as well as through the networking opportunities provided via the AIFST State branches and Special Interest Groups (SIGs).

Fiona Fleming our CEO, and her team are to be commended for efficiently and effectively engaging with members, implementing virtual programs as well as proactively continuing to drive costs down wherever possible. This adaptation to the conditions of the COVID-19 lock downs and constraints of the 'new normal', whether it be through working away from the office, conducting our virtual convention, or providing crucially relevant information for the Board to make decisions has resulted in a very solid year for our Institute.

I would also like to sincerely thank both our outgoing President and Chair Peter Schutz OAM who retired in August 2020 after 6 years of service, and our non-executive Director Dr Chris Downs after his 4.5 years of service, for their significant and tenacious input and expertise during their terms on the Board.

Looking to the future, a vibrant and strong AIFST is contingent on the support and engagement of its members. I encourage all members to be involved in our programs and contribute your suggestions for our future. We are keen to hear your ideas on improvements and opportunities for our institute members to 'grow, learn, connect and champion' so please reach out to myself or Fiona. We are only too happy to talk to any member of our AIFST.



Duncan McDonald, President and Chair of the Board





2020 Snapshot – by the numbers

6,082



Event & Webinar attendees

53



Technical events & Webinars

13



Networking events around Australia

122.5



Hours of education

65



National Mentoring Program participants

4



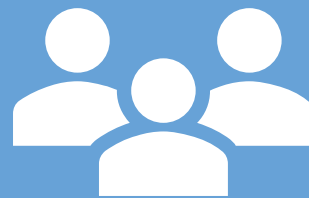
Quarterly editions of *food australia*

15



Bitesize & FoodTech Bites e-newsletters

1,311



Members

Chief Executive Officer's Report – the Year in Review



2020 was a year that provided all of us with challenges we had never experienced before as we navigated the landscape of our 'new normal' – social distancing, working from home, separated from colleagues and teams. The reality of the COVID-19 world we experienced in 2020 required us to adapt and innovate.

The following statement is often attributed to the famous scientist Charles Darwin:

It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is most adaptable to change.

2020 was intended to be a year aimed at revitalising the AIFST however COVID-19 impacted on the way in which the Institute engaged with members and the broader food science community and truly tested our ability to adapt.

Throughout 2020, we were committed to sharing knowledge – whatever it took. By embracing the wonders of digital connectivity, we were able to continue supporting our members and the food industry.

This report reflects our achievements in 2020 and reminds us to never underestimate the resilience and determination of the food science community and the broader food industry.

In 2020, the AIFST continued to unite food industry professionals in the science of feeding our future by focusing on our four key strategic pillars:

- **Grow** – personal development, mentoring, peer recognition to grow the next generation of food scientists and technologists.
- **Learn** – learn and share knowledge about food systems and advances in food science and technology. Inspire innovation that supports a robust food sector and explore related sectors, to strengthen our future.
- **Connect** – connecting like-minded members with industry networks; leveraging relationships and enabling collaboration that is relevant and fun.
- **Champion** – the leading voice for food science and food scientists within industry, academia, government, and key opinion leaders, that grows respect and recognition for the profession.



Membership

At the end of 2020 AIFST had a total of 1,311 members. The Board and team are very focused on strategies to demonstrate membership value to attract new members and bring back previous members to AIFST.

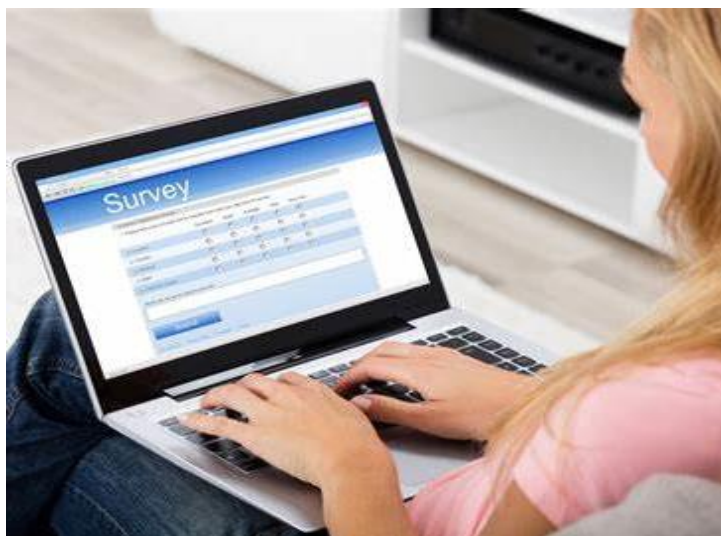
Member Survey

In August and September 2020, the AIFST conducted a survey of members to understand:

- Who the membership is
- Any changes in membership profiles
- What actions taken by the Institute are valued or not by members
- What Institute actions members would like to cease, continue, improve, and/or add.

The survey was developed around the four key strategic pillars of Grow, Learn, Connect and Champion. It incorporated detailed exploration of membership experiences and intentions.

The survey provided valuable insights into member perceptions and satisfaction and guidance to address issues and develop improvements and new approaches. The feedback helped to shape the development of the [2021 – 2023 Strategic Plan](#).



AIFST Fellows

In 2020 the AIFST welcomed 12 new Fellows:

- Dr Geoffrey Annison
- Dr Michael Depalo
- Christine Giuliano
- Jodie Hill
- Associate Professor Mark Turner
- Dr Andreas Klieber
- Dr David Miles
- Dr Martin Palmer
- Dr Cheryl Taylor

A Fellow of AIFST is the highest level of our membership and is reserved for members who have dedicated themselves to the progression of the food industry and of the Institute.



Figure 1: Fiona Fleming, Geoffrey Annison, Michael Depalo, Christine Giuliano, Jodie Hill, Mark Turner, Andreas Klieber, David Miles, Martin Palmer, Cheryl Taylor.

Program feedback

Our Mentors

The mentoring program provides a valuable structure for mentors to share their learnt experiences with the updated knowledge of mentees. Learnt knowledge mixed with experience will motivate better leadership in the food industry.

The mentoring program is a chance to help students early career professionals navigate the challenges of professional working life. Its hard out there... but often some experienced hands to support makes the world of difference.

Our Mentees

The AIFST Mentoring Program is a great opportunity to connect with an industry professional and learn from someone who is likely been through everything you are stressing over or unsure about. I would recommend it to any student, or anyone at a turning point in their career.

The AIFST Mentoring program helped me to recover my confidence and opened new opportunities in the Food Industry. I would recommend it for those at any stage of their career looking to an experienced college that can give orientation and even finally become a good friend.

Mentoring Program

The National Mentoring program continued in 2020 with 65 mentors and mentees navigating the challenges presented by COVID-19 to keep in touch. Participants were based in QLD, NSW, VIC, SA, and WA and were at all different stages of their careers.

Feedback on the program was positive overall with participants providing feedback.



Figure 2: Mentoring catch up – 2020.





Continuing Professional Development (CPD)

The AIFST Continuing Professional Development Program (CPD) continued in 2020. This program is a self-planned, structured program for developing professional skills. The program is designed with clear objectives; requires active participation; extends professional knowledge and capabilities and allows members engage in a broad range of activities which will increase career options.

The program reflects the professionalism of the members, improves their professional standing, and enhances their employability by formalising and documenting CPD activities.

The voluntary program is designed to encourage members to maintain the currency of skills and knowledge, will provide recognition of experience and interests and align food scientists with other well-respected professions. The CPD program is intended to provide recognition of these activities and skills by formalising and recording the process in a straightforward and transportable way.

The competence of members is vital to the development and credibility of food science practitioners and a CPD program allows a formalised documentation of skills and reflects the professionalism of the members.

In 2020, the AIFST delivered over 120 hours of continuing professional development to members, mainly in the form of virtual webinars which were available to access live or as recordings after the event.

AIFST Awards

Each year AIFST recognises the outstanding achievements of our members and colleagues and the contribution they have made to the Institute and the Australian food industry through the annual awards program. The culmination of the awards program is the presentation ceremony which is held as part of the AIFST convention. In 2020 the AIFST Awards Ceremony was held as a virtual event following the virtual conference and exhibition.



Figure 3: Lisa Szabo

The AIFST President's Award

The 2020 President's Award recipient was Dr Lisa Szabo. Lisa is Director Food Safety and CEO Food Authority, NSW Department of Primary Industries, Biosecurity & Food Safety. This Award recognizes, acknowledges, and acclaims an individual or an organisation that has made an outstanding contribution to the Institute.



Figure 4: Michael Davidson and Justin Dowling

AIFST Foodbank Hunger Hero Award

The 2020 Hunger Hero recipient was Justin Dowling, GM Supply Chain Operations – Woolworths Group.

The Hunger Hero Award recognises a person or team who have gone above and beyond to tackle food insecurity. Whether it's championing a new initiative within their company or volunteering their time and expertise in the community, the award recognises an individual's or team's contribution as an inspiration to others.

AIFST Allergen Bureau Julie Newlands Award

The team from the Monash Health and Monash Health Central Production Kitchen were the recipients of this year's award.

The award was presented to Imran Hanif and Peter Fischer from the Monash Health and Monash Health Central Production Kitchen Team in recognition of excellence in food allergen management based on their contribution to a consistent, science-based approach to food allergen risk assessment, management and communication that assists allergen sensitive consumers to make informed choices based on label information and guides industry best practice in Australia.



Figure 5: Imran Hanif and Peter Fisher



Figure 6: Tom Lewis and Susie Daly

AIFST Peter Seale Food Industry Innovation Award

The Daly Potato Company Pty Ltd, from Sorell, Tasmania, were awarded the Food Industry Innovation Award for their potato salad varieties with increased shelf life.

The award acknowledges a significant new development in a process, product, ingredient, equipment, or packaging which has achieved successful commercial application in any section of the Australian food industry.

AIFST Bruce Chandler Book Prize

Dennis Forte and Gordon Young received this year's award for their book *'Food and Feed Extrusion Technology: An Applied Approach to Extrusion Theory'*.

The book presents the theory behind extrusion technology, as used for food and feed products, in a way which can be readily applied in practice. It provides a good fundamental understanding, presented in the context of practical application, so that readers can understand how it applies in a real manufacturing situation.

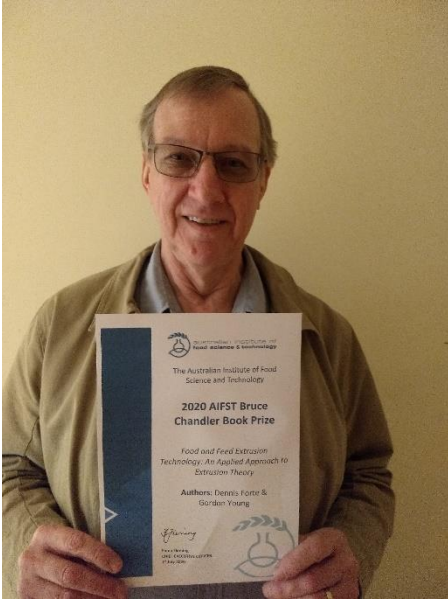


Figure 8: Gordon Young

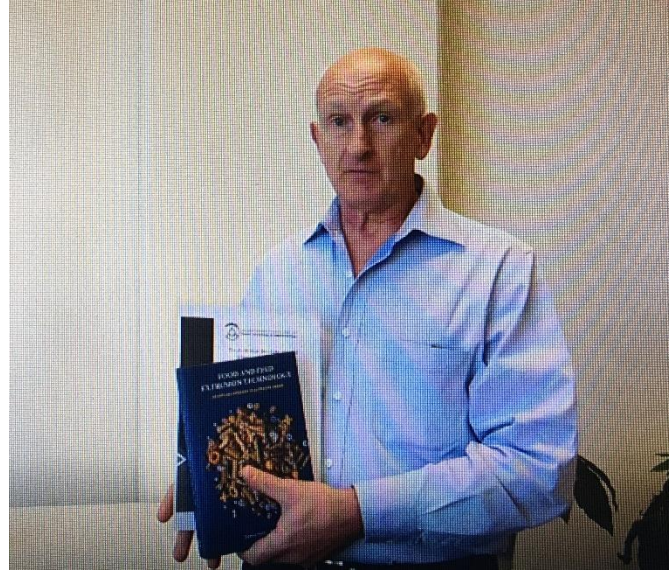


Figure 7: Dennis Forte

AIFST Jack Kefford Award for Best Paper

A paper by Drs Sushil Dhital, Mike Gidley and Haiteng Li titled *'Wall porosity in isolated cells from food plants: implications for nutritional functionality'* was the winner of this year's Kefford Award.



Figure 9: Deon Mahoney and Dr Sushil Dhital

AIFST Research Poster Competition

The Research Poster competition is an opportunity for students and early career researchers to showcase their work. In 2020 the poster competition was held as part of the virtual exhibition and the posters were 'on display' for the full two weeks of the exhibition.

First place was awarded to Gethmini Kathogoda from QAAFI, for the poster, *'Impact of Storage on Phytochemicals and Sugars in Queen Garnet Plum'*.

The team members were Tim O'Hare; Yasmina Sultanbawa; Bruce Topp; Hung Hong and Michael Netzel.

Equal second was awarded to posters from students from RMIT: Indee Hopkins, for *'Australians' Experience and Willingness to Consume Edible Insects'* and Mayumi Silva for *'The Effect of Different Casein to Whey Protein Mixtures on the Properties of Double Emulsions Prepared Using Ultrasound-assisted Emulsification'*.

People's Choice Award

In 2020 AIFST launched a new initiative for the competition with a "People's Choice" award – this was voted on by attendees to the virtual exhibition.

The recipients of the People's Choice Award for 2020 were:

- Sophie Selby-Pham *'A Novel method for Predicting Absorption of Phytonutrients in Humans'*.
- Minoli Aponso, *'Formulations Including an Essential Oil can Produce Hydrogen Peroxide and Potentially Disinfect Food-Contact Surfaces'*.
- Margaret Murray, *'Does Timing Influence the Recovery of Post-meal Oxidative Stress by Phytonutrients? A Systematic Literature Review'*.



Figure 10: Summer School visit to Carman's



Summer School

In February 2020, Summer School was hosted by RMIT University, Melbourne just ahead of COVID-19 limiting face-to-face events.

This event hosted 99 students and a diverse range of speakers over the two days. The 2020 Summer School was a great success with programs featuring presentations from industry professionals and fellow students, site tours, and networking opportunities.



Figure 11: 2020 Summer School audience

A special thanks to Associate Professor Prue Bramwell and Tuyen Truong (RMIT University) and Robin Sherlock (AIFST) for all their hard work in bringing this event to life.



Figure 12: 2020 Summer School attendees



NZOZ Sensory & Consumer Science Symposium, Melbourne



Figure 13: 2020 NZOZ group

The 14th NZOZ Sensory and Consumer Science Symposium, was held in February 2020 in Melbourne. The three-day symposium was attended by professionals from food companies, research agencies, retail, ingredient suppliers and universities. It originally started in 2006 as a small group of like-minded sensory scientists. In 2020, more than 60 professionals attended and engaged in open discussion about the advances, challenges, and future of sensory and consumer science. Professor Wender Bredie, from the University of Copenhagen, was invited as the keynote speaker.

AIFST20 - Annual Convention



AIFST20, the annual convention was delivered as a virtual event over four days from 23 June to 02 July. Over the course of the convention 421 attendees heard from 84 speakers from Australia, New Zealand, Canada, USA, Europe, Singapore, the UK, and Africa. 95% of the presentations were delivered live with only three being pre-recorded.

2020
Total Registrations = 421

Members = 270
Non Members = 151

Virtual Exhibition

In 2020, the AIFST hosted a virtual exhibition alongside the Convention. The exhibition featured 29 exhibitors and was open for two weeks, attracting over 2,000 visits.



Figure 14: AIFST virtual booth

Research Poster Competition

In 2020, the Research Poster Competition was also held on a virtual platform as part of the virtual exhibition. Researchers were able to showcase their work via the online platform which proved to be very popular.

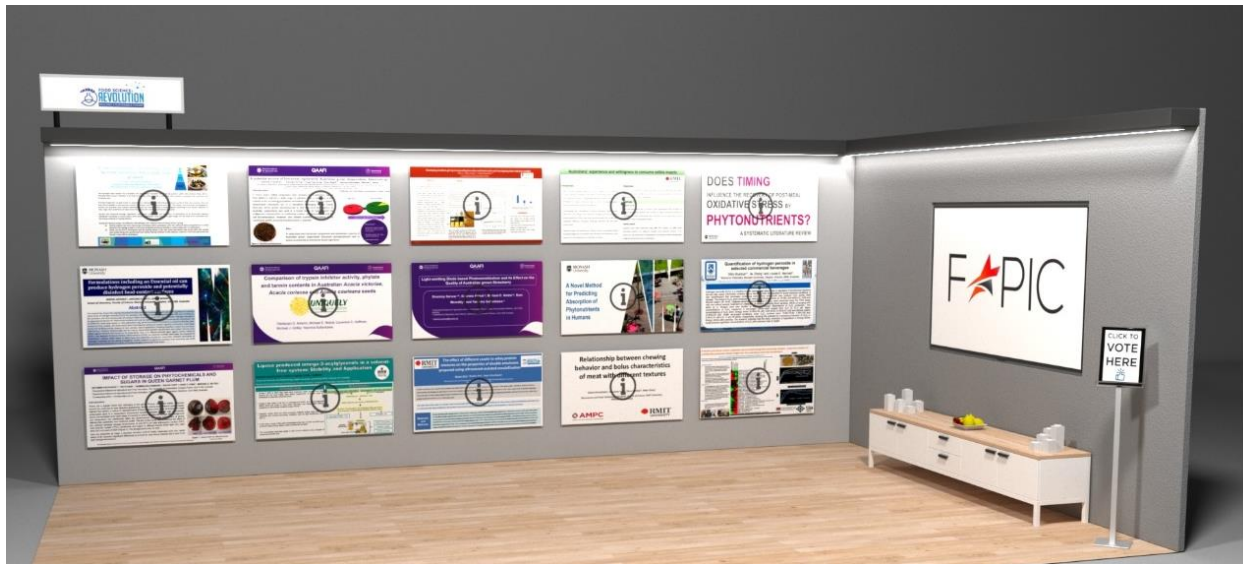


Figure 15: Research Poster competition booth

Young Professionals Breakfast

AIFST hosted the Young Professionals breakfast during the virtual convention. AIFST student and young professional members had the opportunity to network virtually with peers.

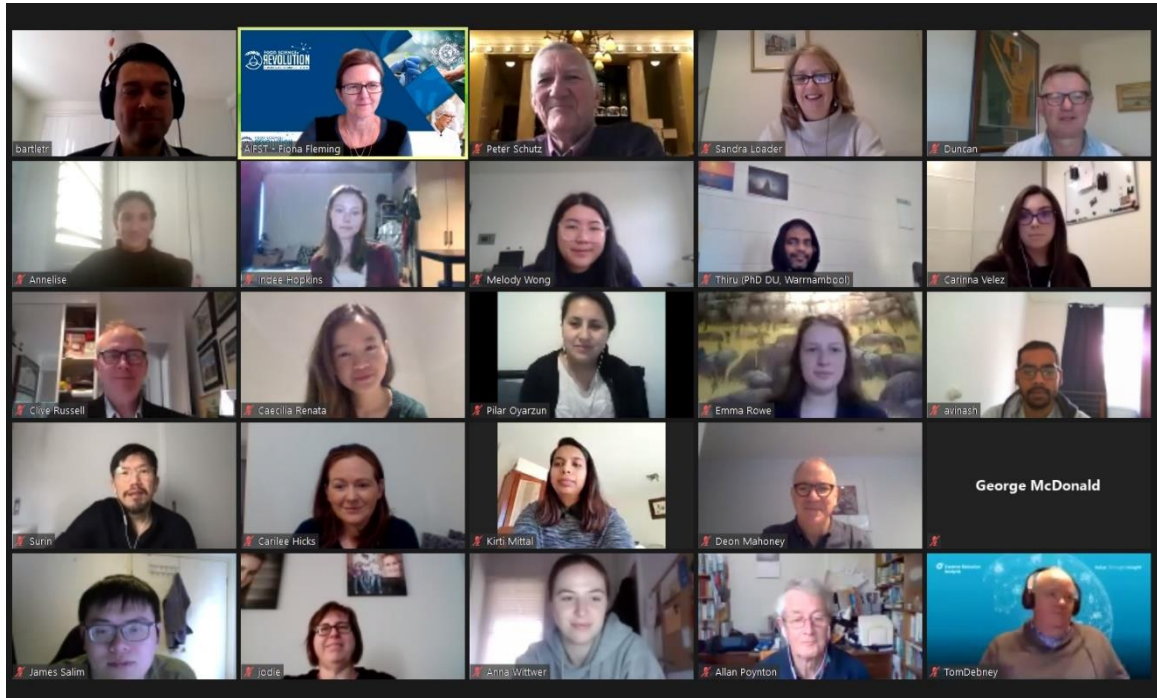


Figure 16: Student and young Professionals virtual breakfast, supported by mentors and the AIFST Board.

National Science Week



Figure 17: Science Alive, Adelaide, August 2020

In August 2020, the AIFST supported National Science Week with a series of 6 webinars attended by over 400 people and achieved over 24,000 views on LinkedIn!

National Science Week celebrates science and technology – in 2020 AIFST focused on FOOD science and technology as a career.

Each year AIFST participates in Science Alive in Adelaide during National Science Week. Despite the pandemic, attendance was large – over 10,000 attendees across the three days. 11 Volunteers from AIFST participated to run the AIFST exhibit.

Food Micro Conference



The banner features three panels: a petri dish with a green agar culture, the AIFST logo, and a person in a lab coat using a pipette. Below the panels, the text reads: **FOOD MICROBIOLOGY – 1-DAY VIRTUAL EVENT**, *Trends and Challenges in Food Microbiology*, and **26 NOVEMBER 2020**. Logos for BVAQ and BIOMERIEUX are also present.

AIFST held the Food Micro Conference as a one-day virtual event in November 2020. The program featured 14 speakers from Australia and the United States. The event attracted over 80 attendees from Australia and New Zealand.

Technical Events & Webinars

During 2020, the AIFST delivered 53 technical events as online webinars. The events were delivered ‘live’ across a broad range of topics and presenters. The webinars were all recorded and saved to the AIFST website for members to access free of charge at any time, allowing flexible learning options.

AIFST branches were able to deliver some face-to-face events during 2020 in Adelaide and Perth.



Figure 19: HPP event in Perth, November 2020. Branch committee and speakers



Figure 18: Wine Tasting, Adelaide, March 2020



Publications



food australia

In 2020, four issues of *food australia* were published with content provided by a range of contributors. Just over 1,100 copies per edition were distributed to members and subscribers in both print and electronic form. We look to continue to grow the digital uptake into the future.

The Publications Committee continued to oversee the editorial content for *food australia* meeting six times in 2020. The role of the Committee is to oversee and advise on the journal.

In 2020 the members of the Publications Committee were:

Martin Palmer, Mark Turner, Cecilia Ngo, Tom Ross, Philippa Harmon, Vicky Solah, Geoff Smithers, Lisa Szabo, and Pablo Juliano.



COVID-19 and your workforce

Guidelines for the food processing industry

October 2020



COVID-19 and your Workforce

In 2020, the AIFST released COVID-19 Guidelines for the food processing industry.

AIFST has developed these guidelines to assist food processors to mitigate the risks to employees presented by the COVID-19 virus. This includes:

- protecting the health of your employees, their families, and the broader community
- ensuring the uninterrupted supply of food to Australian consumers
- facilitating, as far as possible, business continuity, ensuring business survival and safeguarding job security for your workforce.

FoodTech Bites

In 2020, a new e-newsletter was introduced to deliver up-to-date technical content to members. FoodTech Bites provides a range of news and published research on food science related topics. The newsletter was well received by members.



Humanitarian Food Science & Technology



AIFST continued to educate members and the wider food industry in the critical area of humanitarian food science and technology (HFST).

HFST is the application of food science and technology to enhance food security, health, and economic prosperity for global humanitarian and development purposes.

An emerging field, Humanitarian Food Science and Technology (HFST), offers innovative solutions to reduce food insecurity and malnutrition.



We recognise that we must work to proactively communicate and engage with our members and stakeholders to ensure you are kept up-to-date and informed on relevant news and opportunities.

Our key communication channels are *food australia*, monthly e-newsletters, and various social media platforms such as Facebook and LinkedIn.

Social Media

In addition to monthly e-newsletters, AIFST engaged with members and the broader food industry via Facebook, LinkedIn, and Twitter. We saw an increase in engagement from 2019 to 2020 and we will be working towards furthering this growth in 2021.

Social Media Channel	2020	2019	Net change	Data Source
Facebook				
Page likes (Total)	5,587	5,335	+4.7%	Facebook Insights
LinkedIn				
Connections Profile Followers	6,389	5,334	+19.7%	LinkedIn
Company Profile Followers	6,607	5,334	+23%	LinkedIn
Twitter				
Followers	1,684	1,755	-4.04%	Twitter Analytics

Bitesize

Bitesize e-newsletter

AIFST monthly Bitesize e-newsletters continued to keep members up-to-date in 2020. In 2020, 12 newsletters were sent out to members.

EDM's (Electronic Direct Mail)

Over the course of 2020 AIFST has engaged members and the wider industry in key promotions through electronic direct emails for the 2020 AIFST Convention and events. These emails consistently reached over 5,000 key contacts and saw an average engagement of 40%. In 2021 AIFST will be looking to further connect with the wider food industry through regular email updates and content on our website.

Branches & Special Interest Groups

In 2020 AIFST continued to support the State Branches and Special Interest Groups.

The Branches for 2020 were:

BRANCH	CHAIR
Queensland	Polly Burey & Cassandra Budd
New South Wales	Anne Watson
Victoria	Deon Mahoney & Pilar Oyarzun
South Australia	Belinda Hanson-Kenny
Western Australia	Justin Whitely

The Special Interest Groups for 2020 were:

- Consultants
- Sensory and Consumer Science
- Student and Young Professionals

The Consultants group met several times in 2020, continuing to develop resources which will be available to members in 2021.

The Sensory and Consumer Science group delivered a very successful Australian and New Zealand Sensory and Consumer Science Symposium which was held in Melbourne in February 2020.

The Student and Young Professionals group continued to meet regularly during 2020 by webinar.

On behalf of the Board, staff, and members, I would like to acknowledge the contribution of our Branch committees and Special Interest Groups as volunteers of the Institute. We recognise your contribution is above and beyond your daily professional demands and should not go unrecognised. Our volunteers ongoing input and guidance is crucial to ensuring we are delivering value to our members.

Consultants Register

The AIFST Consultants Register was launched in September 2017 as a service to members.

Currently there are 40 consultants listed on the register, operating nationally or state-wide.



Industry Representation

AIFST has also been represented by Fiona Fleming in the following forums during 2020:

Allergen Collaboration

FSANZ established the Allergen Collaboration in late 2011 to strengthen engagement and collaboration among a range of stakeholders involved in managing food allergens.

Food, Beverage and Pharmaceutical Industry Reference Committee (IRC)

The Food, Beverage and Pharmaceutical IRC is responsible for national training package qualifications relevant to food processing and manufacturing, beverage manufacturing, pharmaceutical and nutraceutical manufacturing.

Department of Agriculture and Water Resources – Imported Food Consultative Committee:

The Imported Food Consultative Committee (IFCC) is a consultative forum for the Department of Agriculture and Water Resources and the food and beverage importing industry.

Aims

The IFCC is to be an effective consultative forum for the department to consult on:

- i. improvements to the effectiveness and efficiency of departmental measures taken to provide for the compliance of imported food with Australian food and public health standards
- ii. coordination of department and industry activities to facilitate the clearance of food and beverage imports
- iii. policy development and
- iv. regulatory changes required to ensure that the recommendations from government commissioned reviews of the Australian food regulatory system and the *Imported Food Control Act 1992* are implemented.

In addition to representation on industry committees, the AIFST made several submissions to regulatory consultations in 2020:

- FSANZ industry consultation on Proposal P1044 - Plain English Allergen Labelling
- Biosecurity Plan for NSW: Food Safety Strategies
- FSANZ Act Review – Industry Workshop
- FIAL 2030 Plan for the Agri-food sector

Partnerships & Engagement

During 2020 we continued to develop partnerships and engagements to support our reach and our place as representing food industry professionals. We have continued to work with Foodbank Australia, the Fight Food Waste CRC and NZIFST.

Foodbank Australia

The Australian Institute of Food Science and Technology (AIFST) continued to work with Foodbank to help address the rising issue of food insecurity in Australia at the same time as tackling food waste. Foodbank is the largest hunger relief organisation in Australia which, with the help of the food industry and public, has the scale and capacity to address the country's hunger crisis. Foodbank will provide opportunities for AIFST members to assist with projects and to volunteer their time in assisting with Foodbank operations.

As part of the partnership, the AIFST Foodbank Hunger Hero award was launched at the 2018 AIFST Convention and has become part of the AIFST awards program to recognise a person or team who have gone above and beyond to tackle food insecurity. Whether it is championing a new initiative within their company or volunteering their time and expertise in the community, AIFST and Foodbank want to recognise an individual's or team's contribution and hold it up as an inspiration to others.



Fight Food Waste CRC

AIFST is a supporting partner of the Fight Food Waste CRC giving the Institute the opportunity to participate in the important work of this CRC.



NZIFST

AIFST continued its ongoing relationship with NZIFST, recognising the importance of sharing knowledge to strengthen and support the food industry in both countries.





The AIFST worked with FIAL to develop and deliver a Food Safety Governance Workshop for Directors and Senior Food Industry Managers in 2020.



Food Safety Governance for Directors

18th June 2020

Be prepared for the challenge



australian institute of
food science & technology



VICTUAL
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FIAL

www.fial.com.au

2020 Financial Performance

The surplus of the Company for the year ended 31 December 2020 was \$163,496, which compares with \$102,902 for the year ended 31 December 2019. The current year surplus includes \$144,612 of Government Stimulus – JobKeeper and Cash Flow Boost.

The reported surplus of \$163,496 in 2020 represents an increase of \$60,594 during the financial year. The Board and management team have been focused on maintaining engagement and delivering services to members during COVID-19.

Acknowledgement

Finally, a huge vote of thanks must go to the hard-working team at AIFST in Sydney.

The **AIFST team** for 2020 is:

- Fiona Fleming – CEO, Company Secretary – 3 days/week
- Carilee Hicks – Administration Manager – 3 days/week
- Clive Russell – Business Development Manager – 3 days/week
- Melinda Stewart - Technical Information Specialist – 2.5 days/week
- Annette Votteler – Finance Manager – 1 day/week
- Interns – Annelise Sarikas and Rhys Webber – 1 day/week each
- Volunteer – Surin Kitithongsopon

Our current team and Board work incredibly well together and we cannot wait to see what 2021 has in store for us.



Figure 20: 2020 team – Melinda, Surin, Rhys, Carilee, Clive, Annelise & Fiona. (Missing – Annette)

I would also like to acknowledge all our partners who have supported the AIFST during 2020 – we could not have run successful events without your support.

I would also like to thank out going Board members – Peter Schutz and Chris Downs for their input, support, and expertise during their time on the Board. Both Peter and Chris have provided amazing guidance and insights over the time they served on the Board – their expertise is not lost to the AIFST or the food industry community.

Thank you to the Board who are committed to a strong, relevant, and healthy Institute that delivers on our key focus areas of growing, learning, connecting, and championing.

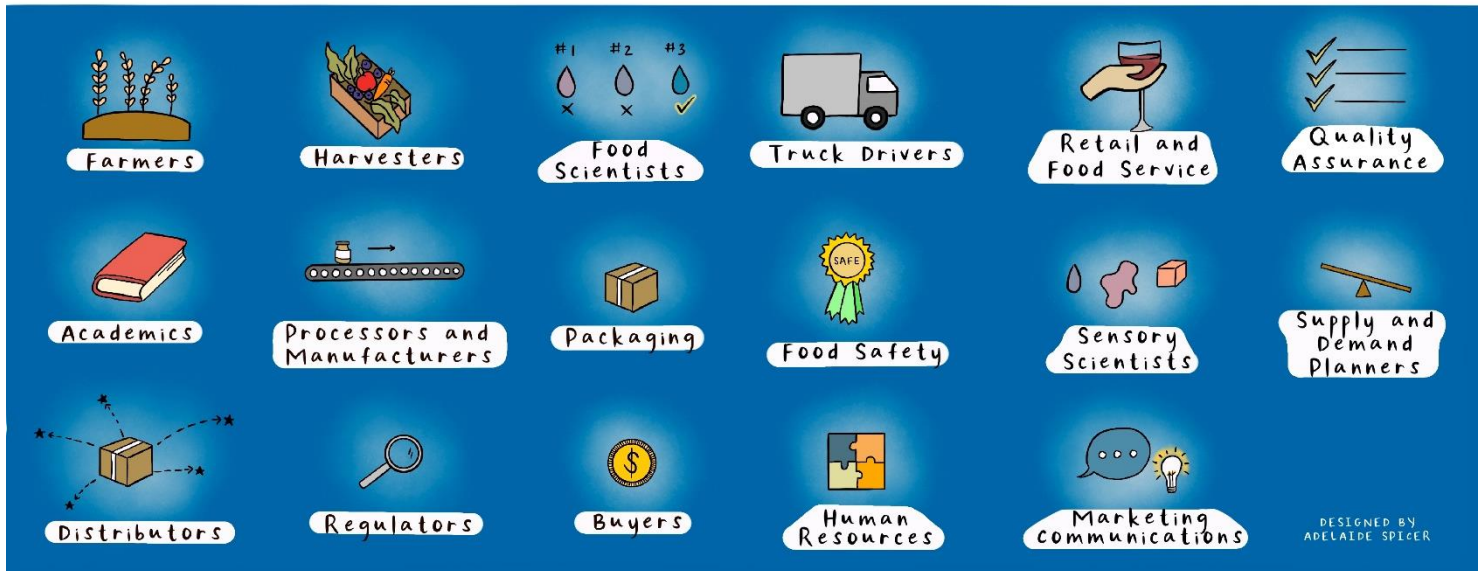
Australia is recognised for our reliability, our ingenuity and quality of food products. Now in a disrupted global economy we can grow that reputation by continuing to invest in food science and technology disciplines critical to the future success of food manufacturing and the food industry as a whole.

I invite and encourage, all members to take an active role in engaging in the Institute.

Fiona Fleming

Chief Executive Officer & Company Secretary

Thank you...



AIFST Board

In May 2020 we held our Annual General Meeting (AGM) and welcomed three new Directors – to the AIFST Board.

The AIFST Board members for 2020 were:

- Suzanne Allen (appointed 20 May 2020)
- Christopher Downs
- Fiona Fleming (resigned 20 May 2020 – remaining employed as Chief Executive Officer and Company Secretary)
- Trent Hagland (resigned 20 May 2020)
- John Kavanagh (appointed 20 May 2020)
- Steven Lapidge (resigned 20 May 2020)
- Sandra Loader
- Deon Mahoney (appointed 20 May 2020)
- Duncan McDonald (President and Chair of the Board)
- Peter Schutz (resigned 27 August 2020)



MEET YOUR AIFST BOARD AND CHIEF EXECUTIVE OFFICER



Ms Suz Allen

BSc, MACogSci, MBA, Grad Cert Gastronomy, GAICD, MAIFST – Non-Executive Director

A former CSIRO Scientist and Research Director, Suz offers over 30 years' experience in consumer and sensory product research. Throughout her career, Suz has consulted to a large number of FMCG companies as a sensory specialist, with her experience covering a wide range of products including fresh and processed foods, beverages, pet food and personal/home care.

Suz is currently the Senior Sensory Scientist at Vow, an innovative and sustainable food start-up founded in Sydney, working on the development of cultured meat.

Prior to the appointment at Vow, Suz held the role of Director, Sensory & Consumer Science Asia Pacific & International at Campbell Arnott's, where she led the sensory team across the region and played an instrumental role in designing and bringing new products to market.

Key career achievements have included long-standing client partnerships at senior management level, peer-reviewed publications, successful food innovation launches, and tailor-making product and strategy to meet specific consumer segments.

Suz previously spent six years on the Board of the Australian Market & Social Research Society, three as Vice President, and was awarded Fellowship of the Research Society in 2019 for her contributions in FMCG research and to the wider research industry.

Suz is a long-time professional member of the AIFST having joined in 1992 and has undertaken 'Not for Profit' Governance training with the Australian Institute of Company Directors.



Dr Chris Downs

PhD, GAICD, FAIFST – Non-Executive Director

Chris leads Queensland's Crop & Food Science program for the Department of Agriculture and Fisheries, which delivers research, development and extension that underpins the development and delivery of health, safe and sustainable crops, foods, food ingredients and beverages for Queensland's crop and food industry.

Chris has experience working with meat, dairy, seafood and horticulture sectors in Australia and New Zealand. He has previously held executive positions in Food Science Australia, CSIRO Food and Nutritional Sciences, CSIRO Agriculture and Food and the New Zealand Institute for Crop & Food Research, with responsibilities including capability development, science strategy and leadership, investment portfolio leadership, business development and commercialisation.

His previous directorships include companies involved in innovation and commercialisation in the seafood and biomaterials sectors and one of New Zealand's Crown Research Institutes. Chris is a Director of the Institute of Food Technologists in the USA, and a Board member for the High Value Nutrition National Science Challenge in New Zealand.

Chris is a Fellow of AIFST and a Graduate of the Australian Institute of Company Directors.



Ms Fiona Fleming

B. App Sc (Food Tech), MNutr Mgt, FAIFST, MAICD – Chief Executive Officer & Company Secretary

Fiona is CEO of the Australian Institute of Food Science and Technology (AIFST). She is an experienced Corporate and Regulatory Affairs professional who has been involved in leading and facilitating change and developing management strategies across a portfolio of food policy and regulation matters in global FMCG and NGO environments.

Fiona has more than 35 years' experience in the food industry in the areas of dairy, seafood, cereal based foods, smallgoods, tea, simmer sauces and pastes, ingredients, and infant formula. Fiona has previously worked for a large FMCG company in the role of Group Quality and Corporate Affairs Manager. In this role she was responsible for providing leadership across Australia and New Zealand in the areas of food policy and regulation; consumer affairs and communication; issues and crisis management and food quality and safety.

Fiona is a Fellow of the Australian Institute of Food Science and Technology. Fiona is currently serving as a Non-Executive Director and Deputy Chair of Healthy Kids. Fiona is a member of Allergy and Anaphylaxis Australia, an Associate Member of the Allergen Bureau, and a member of the Australian Institute of Company Directors. Fiona holds a Bachelor of Applied Science (Food Technology) from the University of Queensland and a Master of Nutrition Management from the University of Wollongong.



Trent Hagland

BBus, Grad Dip Appl Fin, Grad Dip Appl Econ, MFM, CFA, MIR, SF Fin, FAICD, Member of AIFST - Non-Executive Director, Chair of Finance, Audit and Risk Committee (resigned May 2020)

Trent is an Adjunct Professor with the Discipline of Finance at the University of Sydney. He lectures and tutors banking and finance students at the University in addition to lecturing MBA students at the University of Hong Kong as a Visiting Associate Professor. Trent is currently completing a PhD at the University of Sydney in the Department of Government and International Relations.

Prior to his currently roles, Trent worked for over 25 years in the Financial Services industry across retail banking, portfolio management and investment banking. Trent served as the Chief Executive Officer and Head of Asia for Mitsubishi UFJ Securities (Hong Kong), where he was responsible for operations in Capital Markets, Equities, Rates Trading and Sales, Credit Trading and Sales, and Structured Products, in addition to all control-related and support functions. Trent served on the Board of Directors of both the MUFG Securities Hong Kong and MUFG Securities Singapore entities.

Prior to working with MUFG, Trent worked for Merrill Lynch for 12 years across Sydney, New York and London, in Credit and Fixed Income Trading. Before this, he worked as a Portfolio Manager at the Queensland Treasury Corporation and in retail banking at Metway Bank (now Suncorp Bank).

Trent is a Fellow of the Australian Institute of Company Directors and a Senior Fellow of the Financial Services Institute of Australia.



Dr Steven Lapidge

BSc (Hons), PhD, MBA, GAICD, MAIFST – Non-Executive Director (resigned May 2020)

Dr Steven Lapidge is the inaugural CEO of the Fight Food Waste Cooperative Research Centre. He has over 15 years of experience working in the agri-food industry and in recent years has represented Australia at G20, OECD, and FAO meetings on food loss and waste. Skills that Steve brings to the AIFST Board include new business development and fund raising, food industry resource efficiency and sustainability strategy.

Steve's qualifications include a BSc Honours, PhD and an MBA. He is a graduate of the European Summer School of Advanced Management (ESSAM), and a Fulbright Professional Business-Industry Coral Sea Fellow.

Steven is a Professional Member of AIFST and Graduate of the Australian Institute of Company Directors.



Sandra Loader

BASc, GAICD, MAIFST – Non-Executive Director; Chair of Nominations and Remuneration Committee

Sandra is a professional company director with over 10 years board experience as well as previously holding several senior executive roles, in multinational organisations. Passionate about embracing change and focused on adding value through wisdom gained from 30 years in the FMCG sector in both food and beverage organisations across ANZ.

Sandra’s board experience spans not for profit and private sectors across associations, government, and the Food & Beverage sectors as a Non-Executive Director and Chair. Governance is where she loves to add value based on expertise in the areas of Innovation, Research & Development, Strategy, Compliance, Risk and Human Capital.

Sandra has a mixed board portfolio and is the current independent chair of the Australian Beverages Council, a Non-Executive Director of the Sports Environment Alliance. She is also the Victorian advocate for Hargraves Institute, who focus on innovation and collaboration across all sectors.

Sandra’s passion for science, is evident from the executive roles she has held within the food and beverage sectors. Her leadership experience as Executive Director for The Better Drinks Company ANZ, the Science & Technology Director for Schweppes Australia for 8 years (responsible for Innovation, Food Science disciplines and flavour manufacturing) in addition to leading both strategic and commercial teams, shows both a depth and breadth of experience. She held various general manager roles for Cadbury across both technical and commercial functions and is known for developing and implementing business change programs at senior levels and across multiple functions and jurisdictions.



John Kavanagh

BEC, CA, MAICD, Member of AIFST - Non-Executive Director; Chair of Finance, Audit and Risk Committee

John has spent over 25 years in leadership roles across the Food and Healthcare industries. John is currently the CEO of Key Pharmaceuticals, which is an Australian manufacturer and distributor of healthcare products and medical devices. Prior to that, John was the CEO of Tikun Oceana, which is a privately owned grower, producer, and seller of medicinal cannabis products in based in SE Queensland. John is also a former CEO of Integria Healthcare, which is an Australian based, privately owned business that manufactures and sells natural healthcare products throughout ANZ, North America,

Asia, and Europe. In his capacity as Integria’s CEO, John also sat on the Board of the industry association (Complementary Medicines Australia) for 3 years.

For nearly 8 years John was CFO of George Weston Foods and served on the Boards of a number of domestic and international joint ventures, and before that John was the Director of Finance & IT at GlaxoSmithKline Consumer Healthcare (ANZ).

After completing his Economics Degree at Macquarie University, John started his career as a finance professional with Price Waterhouse, qualifying as a Chartered Accountant and then becoming a Registered Auditor in a private practice.

During his career, John has served on numerous voluntary boards and committees, generally taking on the Treasurer's responsibilities.

John has been a member of the Australian Institute of Company Directors since 2011.



Deon Mahoney

Dip.App.Sc., Dip.Agr.Micro., M.Sc.Agr, FAIFST - Non-Executive Director

Deon Mahoney is a fellow of AIFST and possesses considerable experience across food science and technology. Over his career his roles have included the development of food safety policy, microbiological risk assessment, risk communication, development and enforcement of food legislation, food regulation, quality assurance, and training and education.

Deon completed post-graduate studies at The University of Sydney, including a Master of Science in Agriculture degree. He retains a keen interest in the evolving advances in science and technology that underpin our agriculture and food sectors.

In his current role, Deon is Head of Food Safety at PMA Australia New Zealand. Deon provides high level technical support and guidance to the horticulture industry with the goal of ensuring the safety and suitability of fresh produce.

Deon has previously worked for the World Health Organization and the Food and Agriculture Organization, as well as with Food Standards Australia New Zealand, and Dairy Food Safety Victoria. In these roles he has developed and published a wide range of technical guidance material; provided forward-looking scientific advice addressing factors that impact the safety of food products; and been actively involved in Listeria incident monitoring and response.



Duncan McDonald

B. App. Sc (Food Technology), MBA, FAIFST, GAICD - Chair & Non-Executive Director

Duncan is a fellow and has been a member of the AIFST for nearly 42 years. He was a graduate in Food Science and Technology from the Uni NSW before completing his MBA in International Business. He has been a graduate from the Australian Institute of Company Directors since 2007.

Duncan runs his own food ingredient and technology business which services the Australian food manufacturing and related industries and has business interests in Agriculture and in Agri Food Science Education. Prior to his own businesses, Duncan had a very progressive corporate career within blue-chip organizations such as Nestle, Symrise, Goodman Fielder and Burns Philp to which he held senior leadership roles and responsibilities both locally and internationally.

Duncan has been actively involved over the years within various food company Boards such as Symrise (Oceania) and Burns Philp (Asian JV's) and his own companies. His food industry association involvements include: Chairing in 2011 the 44th Annual Australian Institute of Food Science & Technology (AIFST) Convention in Sydney. Between 2005 and 2007, he Chaired the Australian Flavour and Fragrance Association, and in the 1990's, in addition to initiating the AIFST Membership Marketing Committee, he assisted in developing strategies for the AIFST and was a contributing author for the Secondary Schools text-book in Food Technology.

Duncan's most recent Industry and Federally Funded activity was being on a Steering Committee preparing National Meal Guidelines for Age Care: *A Guide for Service Providers, Caterers and Health Professionals Providing Home Delivered and Centre Based Meal Programs for Older Australians*.

Duncan was an elected Local Government Councillor from 2008 to September 2017, where in addition to normal Council activities, he was a founding member of the Council's Audit and Risk Committee and Chaired from 2012 until September 2016 the Ku-ring-gai / Hornsby Meals on Wheels Board and was a MWP Community Aid Director.



Peter Schutz

B.Sc (Hon), B.App.Sc, FAIFST, FAICD – Chair & Non-Executive Director (resigned August 2020)

Peter has more than 40 years' experience in the Australian food industry, with a strong passion for ensuring a sustainable and viable profession. Peter has held a range of senior management roles including as Group Technical Director, and subsequently Chief Executive, of George Weston Technologies.

Peter continues his professional career with various Non-Executive Director roles within the industry. He is currently Chair of Food Innovation Australia Limited (FIAL), holds a Ministerial appointment within the Food and Agribusiness Growth Centre, and is a member of the Growth Centre Advisory Committee for the Department of Industry and Science.

Peter is a Non-Executive Director and Chair of The Lupin Company and Non-Executive Director of Fermentation Tasmania Ltd. He is Chairman of the Food Safety Centre Advisory Board at the Tasmanian Institute of Agriculture and an Advisory Committee Member of CSIRO's Food and Nutrition Flagship.

Peter has been a Professional Member of AIFST since 1984 and was appointed a Fellow of the Institute in 2009. He is also a Fellow of the Australian Institute of Company Directors.





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