
Cornwall Target Shooting Association

Registered Charity Number 258147



Affiliated to The National Rifle Association & National Small-Bore Rifle Association

NSRA Shooting Council report 21st November 2015

The meeting started with a minute's silence in memory of David Parish, Roy Johnson, Fred Jennings and Arthur Harvey who all died recently.

An agreement has been reached with the landowner allowing the Scottish meeting to be held at Lauder for the next five years (subject to viability). Range space is being made available for Benchrest and LSR competitions at the Scottish meeting for the first time in 2016; these competitions are also being extended at the Bisley small-bore meeting.

The Rifleman will be renamed "On Target" to better reflect the increasing number of disciplines now catered for by the NSRA.

The Chief Executive's report to the Shooting Council follows below, followed by a press release by WSFA (The World Forum on Shooting Activities) on "The Sustainable Use of Lead in Hunting and Sports Shooting: Facts and Emotions"

The next Shooting Council meeting is due to be held on the 19th March 2016.

P.L.Ralph

CHIEF EXECUTIVE'S REPORT TO SHOOTING COUNCIL

21 NOVEMBER 2015

Obituaries

It is with regret that I report the deaths of the following:

David Parish: Throughout his life David was a great ambassador for our sport and contributed to the development of small-bore target shooting at the highest levels, holding Committee and Board positions within British Shooting, ISSF and the NSRA. This was in addition to the coaching roles that he held. The Association and Board were represented at his funeral by Jean Coleman, Mike Chapman, Bob Loughridge and Richard Watchorn

Roy Johnson: Roy was a Life Member, a Vice President and former Treasurer of the NSRA. He also led the revision of NSRA documentation and Constitution in the 1980s. The Association and Board was represented at his funeral by Bob Loughridge and Ken Nash

Fred Jennings: An active shooter Fred held positions on the Board, Rifle Committee and Shooting Council and contributed to the development of shooting over several decades. The Association and Board were represented at his funeral by Richard Watchorn

SHOOTING MATTERS

Over the last few months Great Britain has achieved success on the World stage with several medals, including Gold, being won at the World Championships and World Cup Finals. There was also success at the IPC World Cup where more medals including two Gold medals were won. The impact of this success is that Great Britain now has six Quota Places at the Rio Olympics and ten Quota Places at the Paralympics. The athletes are:

Olympics

Jen McIntosh (Rifle), Amber Hill, Elena Allen, Ed Ling, Steve Scott and Tim Kneale

Paralympics

R1 - Owen Burke

R3 - Matt Skelhon

R5 - James Bevis, Ryan Cockbill, Tim Jeffery

R6 - Ben Jesson, Lorraine Lambert, Karen Butler

P1 - Roy Carter, Stewart Nangle

National Meetings

Bisley 2015

As reported to the last Shooting Council Meeting the number of entries for Bisley was down on last year with no international flavour as there was in 2014. This is a continuing trend with entries with the inevitable outcome being that the meeting will operate at a loss. There must be a concerted effort to attract shooters to the Bisley Meeting next year otherwise the continued decline can only lead to one ultimate outcome over the next few years. The Meeting was well received and the weather, although mixed, did not impact on the programme or its completion. Results were processed quickly and put onto the website almost immediately. Feedback has shown this was well received and competitors were grateful for the efforts being made to make results known rapidly. The Result Booklet and most medals were distributed in September and October. The remaining medals, prizes and prize medals will be distributed by the end of the first week of December. The speed of distribution is influenced by the workload of the Department and the supply of medals.

Pistol Championships

This year's Championship was held over the weekend of the 18/20th September. There were 93 competitors in total shooting on four different ranges and in 21 competitions. It was hoped that there would be an increase in the number of entries considering the work that the PAC Committee has undertaken in trying to promote and expand pistol competition. The Championships ran well and feedback was positive. If the level of entries remained the same as this year then this Championship would always operate at a loss. The PAC Committee is looking at ways to ensure this doesn't happen.

Eley (2015)

The Eley Finals were held over the weekend of the 9/10 October and from an organisers point of view it went very well. This year a timetable change was implemented in readiness for major changes that will happen over the next two years. It is envisaged that the finals happening in 2017 will be twice the size of what happened this year. The changes will be in relation to the number of classes and the number of competitors invited to attend the finals. Hopefully this will encourage more people to take part although disappointingly when entries closed for the 2016 Competition numbers were down with 2400 entries being received.

Summer Postal Leagues

All Summer Leagues are now complete and all the medals and certificates have been sent out.

Winter Postal leagues

All stickers and paperwork were sent out to Clubs and Associations in October with the first two rounds needing completion by mid November. The Competitions and Event Department will be endeavouring to distribute the results on the same timescale as the Summer Leagues namely two to three weeks from the last date of shooting to the results being returned to the clubs. The number of entries is in line with the entries received last year. However, a small number of the larger competitions have (due to less entries) been reduced by one division. A number of the Knock-out Competitions have completed their first rounds and some results are already back with the clubs.

Programme of Competitions and Events for 2016

I have previously made reference to my desire to see new competitions added to the calendar and more variety included in the competition programme. Feedback from members and clubs has also highlighted that new competitions are merited. Having reviewed the major meetings, I can confirm that an Unsquadded Aggregate Benchrest Competition will be added to the programme at both the Scottish and Bisley meetings next year. An additional Benchrest Competition may be held in April 2016 which will be in addition to the Benchrest Championship to be held in June with this competition being the inaugural NSRA Benchrest Championship using NSRA Benchrest Rules. As with everything these competitions will help establish the interest in such competitions and influence what happens in the future. Benchrest Team Leagues will be introduced to next year's Summer League and will involve teams of three. To help facilitate all of these the NSRA Benchrest targets have been finalised and Sykes instructed to print the targets. The intention is to have these targets available to buy before Christmas.

Although further discussions about the detail are required, it is the intention to run a 25m Lightweight Sport Rifle competition at Bisley next year. It will be a combination of a timed shoot and a precision shoot. The interest and demand will be evaluated and will influence whether more LSR competitions are organised.

Scottish Meeting

The Board has agreed to the Scottish Meeting being based at Lauder for the next five years although the meeting will be reviewed on an annual basis to ensure its viability.

ADMINISTRATIVE MATTERS

Staffing

Ali Lawrie, who worked in the NSRA Shop and Paul Rendell, BSW Manager, left the Association in September. Yvette Edwards has joined the Competitions and Events Department and Ann Roberts has joined the LRC Staff.

Scorers Course

The current number of qualified scorer's is now 977 from 85 courses held.

Review of Regional and GB Junior Squads

The final draft of the report on the Regional and Junior Squads was presented to the board on 31st July 2015. The recommendations were accepted and a small working group formed to implement them. The members of the group include D Froggett, R Monksummers, A Bertoloni and D Leak the latter being invited to provide a link in to the British Shooting pathway development.

Abridged versions of the report have been provided to the managers of the Regional and Junior Squads. John Kalinowski announced his retirement from the role of Squad Manager for the GB Junior Rifle Squad but this was before the report was released.

A meeting of the working group with representatives of the GB Junior Rifle Squad took place on 3rd October at Aldersley. From the meeting Andrew Nimmo was accepted as Interim Head Coach and following advertising the post nationally he was formally appointed to the role on a permanent basis. Andrew is now being helped to appoint admin and treasury support and in the recruitment of the new coaching team going forward. As soon as the treasurer is appointed a meeting will be organised with NSRA Accounts Dept. to ensure common reporting principles.

A further meeting has taken place to generate profiles to identify what knowledge, skills and behaviour members of the squad should demonstrate. These will be used at a Target Tokyo type weekend in December to select the squad. A further planning meeting has taken place in Manchester to outline the specific content of the selection weekend and the support that will be required as the new squad goes forward.

A presentation on the changes to the GB Junior Rifle Squad was delivered to the current squad and coaches on 7th November at Aldersley. The group received information on the pathway, the rationale and implementation of the new squad structure and the selection of the new squad. There was a lot of discussion about the effects of the changes on those not meeting the criteria and how they might be supported by clubs, Regional squads etc. It was considered important to support these shooters in finding adequate training opportunities outside the GB Junior Squad.

Also a meeting with representatives of GB Junior Pistol Squad has taken place in Yorkshire. Discussion centred on the future organisation of the squad and in particular succession planning for the lead coaches. Sue Preston has agreed to continue as Interim Head Coach whilst the review is implemented. The position of Head Coach for the pistol squad has been advertised on both NSRA and BS websites.

The Junior International which takes place prior to the National Meeting is being disconnected from the functions of the GB Junior Squads. A new management team is being appointed by the Board to run the event.

Talent Pathway

Dean Leak, British Shooting Pathway Manager, presented to the EDG developments in the Talent Pathway. The formation of GB Academy and the Talent Network that feeds it included discussion on the positive changes taking place in the GB Junior Squads.

Dean reiterated the fact that the pathway development across all disciplines needed to be an evidence based system that included competition analysis, consideration of the domestic "pipeline" of shooters, analysis of the individual athlete's journey and mission and strategy analysis.

Discussion took place how best to externally articulate the talent development opportunities within shooting sport. It was considered that a consultation day should take place to include the respective discipline group of coaches in order to briefly update on BS activity, how they can get involved and mostly importantly engage them in ideas on how to connect and move forward in developing athletes and coaches together.

Document Development

The new NSRA Safeguarding document has been completed and is now available in printed A5 booklet form. An electronic version has been given to British Shooting and will be available on the NSRA website. Following requests from several clubs a laminated A4 version of the NSRA Safe Card has been produced. Despite the fact that the Safe Card was meant to be portable this format has been requested for display on club notice boards.

With regard to the NSRA Equality Policy following feedback from the version presented to the Board at their meeting in October the revised version has been produced. This has now been ratified and agreed by the Board and thereby adopted by the Association. It is recommended that this be adopted universally by all clubs and associations without the option to "opt-out" and is communicated via the Rifleman and the NSRA website.

Work has started on the NSRA Transgender and Whistleblowing documents.

Insurance

Following the meeting with representatives of Perkins Slade the insurers have been provided with information on Run Shoot and Target Sprint disciplines. The underwriters have agreed to add the activities to the list of those covered under NSRA Club Insurance.

The re-affiliation process and all the new membership and club affiliation paperwork has been printed, prepared and distributed. The market has once again been assessed and our relationship with Perkins

Slade as the Association's broker and Hiscox as our main insurer will continue as this year. Inevitably there have been marginal increases to the membership/affiliation charges reflecting the increase in premiums being levied. In addition the Government has increased IP Tax by 3.5% which has also impacted on the premiums being charged. The cover remains the same as last year and the Legal Advice Helpline introduced in 2015 will continue in 2016.

Scottish Target Shooting

The proposal for the bodies in Scotland to come together is progressing and the STS Chief Operating Officer, Oliver Barsby says he is keen that the new body can work closely in partnership with the NSRA.

The services that STS want from the NSRA membership package are:

- Coaching/Officials training: members to be able to access the NSRA coaching and officials training programmes.
- Competitions: members to access NSRA events at member's rates/exclusive to NSRA members.
- Representation: In GB squads and UK wide negotiations with sporting and political bodies.

The concept is that the STS would pay the NSRA a per capita fee on a regular basis (quarterly, bi-annual or annual) in return for access to the options outlined above.

A meeting took place at LRC with Oliver Barsby on 4th November to discuss the partnership with the NSRA. The meeting included open and frank discussion of the interaction between the two organisations, the difficulties that might occur and the overall potential effect on the NSRA – not just at the initial stage but also further into the life of the STS. It appears that whatever the outcome of this or any discussions with NSRA the formation of the STS is going ahead. To measure the potential effect (and to broker any deal for services with STS) the figures on membership in Scotland and the income from them are being found.

Mr Barsby was also asked to keep the NSRA informed as development progressed as it would help the relationship and prevent misunderstanding.

Crossbow

Following discussions at PAC a new crossbow suitable for use on the YPS Crossbow Course (and for other development work) has been sourced and tested at Bisley. The bow, manufactured by Daisy, was tried by coaches and Scout Leaders and proved suitable for the purpose. Details of the bow have been given to NSRA Shop and BSW to investigate whether NSRA can become the distributors. This would link in well with the roll-out of the YPS Crossbow course as candidates often need equipment for their activities.

There has been a request to provide opportunities for Match Crossbow at LRC. The centre needs the specialised target changers (which can also be used for airgun) to provide the event. Two crossbow changers from WMRSC would be sufficient to cover the activity.

The International Crossbow-shooting Union (IAU) has sponsored a perpetual trophy in memory of the late Eric Douglass (IAU Secretary General 2006-2008). The Eric Douglass Young Arbalist Trophy is to be presented to the highest placed first-time competitor at an IAU Field-crossbow World Championships. The award was first presented at the 2014 IAU World Championships at Frankfurt-Main, Germany; the recipient was Lolita Kochetova RUS (Under-18 Cadets World Champion).

Lead

Following discussions with Ali Aitken on the clean-up and disposal of lead on airgun ranges, a form of words has been agreed for inclusion in the YPS Scheme. These have been added as a supplement to the manual and will be included in the text at next printing.

Sport England Measures

New APS (Active People Survey) type measures for sport are being formulated and have been put out to consultation with NGBs. The proposed system will give a better (larger) sample by using different media to collect data beyond the phone calls currently used by Ipsos Mori. As a smaller sport, with inevitably smaller numbers, it could provide a better measure and so not react as oddly as has been experienced in the past. It may give more local detail and allow better targeting of areas/groups etc. (both globally for Sport England and perhaps help internal planning within sports).

Sport England are "parallel running" the current APS and the new system up to March. This will allow the system to be tried out whilst maintaining the current measures. It could also be used to re-establish/confirm the benchmarks against which sports are measured.

Appreciating that the current and proposed systems measure directly what the government want - i.e. more participation in sport - but for shooting, unless combined with in-sport measures and system/programme measures it will still not give a full picture. Shooting will still need to improve internal measurement not just to buffer the vagaries of any externally imposed APS-like method but to better manage what we do.

British Shooting is putting together a combined response to Sport England about the proposed system.

Cadets on Target Programme

Following the move towards more direct communication with County Shooting Officers within the Cadet Force meetings have taken place with County Representatives and Cadet Leaders in Derbyshire, Berkshire and Manchester.

The meetings focused on developing Cadet-Club links and civilian coaching that could be provided to support cadet leaders. The actions from the meetings will include:

- Putting together a list of clubs in the county that wish to work with Cadets
- Organising coaching sessions with cadets and leaders
- Publicising NSRA instructors courses in the cadets
- When the Regional Squad is fully established links to Cadets will be formed

Other links are being explored by the British Shooting activators in Sidmouth and in the Mercia region.

Disabled Shooting

Following initial discussions with MENCAP a pilot scheme based at Long Eaton to introduce shooting for their clients is being planned. The coaches who will lead the activity are in contact with the leader of the group. It is hoped to use air rifles instead of the laser equipment as was first envisaged.

The project to introduce shooting at Wakefield and Pinderfields spinal units is to be supported using NSRA/BS laser rifles. These will be returned for general use once those ordered by Wheelpower for the spinal units have arrived from BSW.

Following the purchase of air rifles and pistols the Dwarf Sports Association is starting to train some of their members to deliver shooting sessions. A YPS Tutor course has been organised over the weekend of 21st and 22nd November at Aldersley for the association. The course has been structured so that generic material is covered as a group then some candidates will cover the pistol specific materials and some rifle. This will give a mixture of qualified Tutors to cover both disciplines across the association.

Monmouth and District Rifle Club are looking to acquire equipment to introduce shooting for visually impaired people. Also work is continuing on the classification of VI Shooters for inclusion of the event by IPC. A third session has taken place at the England Academy with sports scientists investigating the effects of the impairment on performance.

British Shooting Disability Programme

The criteria for British Shooting Hub Clubs has been finalised and the documents on the registration and process are being circulated around the NGBs prior to the launch of the scheme. The DSGH Hubs will be among the first to be signed up to the scheme then roll out to others will commence. Some alignment is to take place between the requirements of DSGH and DSG (clay target) activities – clay target hubs are anticipated to be accredited at Orston, Purbeck, Lakenheath and Lea Valley shooting grounds.

DSGH report that the IPC Paralympic test event at Rio is anticipated to include Shotgun and VI as trial events.

British Shooting have been in contact with Age UK who are keen to link some of their centres to shooting clubs and to see what activity might be developed for mutual benefit. The centres of particular interest are in Newcastle, Wakefield, Blackburn, Blackpool, North Staffordshire, Oxfordshire and Coventry.

BS Coaching Development

A schedule of modules to help coaches develop their skills has been organised by British Shooting. Three generic modules on, "Understanding Self and Athlete", "Individual Athlete Planning" and "Skill acquisition and pressure training" will take place before the New Year.

Other BS Development Work

The South West Schools Pistol Championships took place on 7th October at Leweston School, Dorset. The event attracted 131 entries with many shooters from Millfield and Leweston Schools. Due to the success of the event two are planned for next year one at the current venue and another further south in the Plymouth area. This will hopefully give a better opportunity for more schools in the region to take part.

Target Sprint

A draft version of resources for the Target Sprint Module (which will allow current YPS Tutors to deliver the activity) has been produced.

A series of Target Sprint competitions is planned for 2016 supported by British Shooting. Events will take place in Lincolnshire, Cardiff, Lewiston, Guildford, Stoke Mandeville and Hull.

The Sports Show

A new multisport show is planned to take place at the NEC Birmingham on 24th and 25th June 2016. The show will provide the opportunity to showcase shooting events amongst other sports. Eley have offered to support the event via British Shooting to include a 60 firing point have-a-go range. It has been suggested to the England Development Manager that this is not a viable proposition and more practical solutions will have to be discussed.

Lincolnshire

Further coaching development is taking place in Lincolnshire. A Prone Club Instructors course is scheduled for 24/25th October. The Prone Improvement Day suffered from low attendance but the LSR Improvement Day was well attended and as a result three more dates are planned to April 2016.

Another Countryside Sports Day has taken place with eight different organisations working together and thirty four helpers. These days have attracted a number of club enquiries and subsequently generated new members.

At its recent meeting the Lincolnshire Coaching Committee received a presentation on the need to develop a coaching strategy for the county from Nick Penn. The ideas presented were discussed and as a result a meeting to develop this strategy was planned for 9th November. An Airgun Instructor Course is planned for Feb 2016 (as there is a general requirement in the county) but other courses will be planned after the strategy meeting.

A new airgun club has been started at Yarborough and a letter of support has been given to help secure funding for equipment and further training.

Rule Changes

After considerable discussion changes to the NSRA Rules for Benchrest and LSR have been produced. Once agreed these can be tabled at the next shooting council for ratification.

Rifleman

The winter edition of the Rifleman will be dispatched Week commencing 7 December 2015. The title of the Rifleman will change with the first issue in 2016 with the journal being known as "On Target".

Recruitment and Retention

With the numbers of members joining the Association on an annual basis declining the NSRA must try and buck this trend and in so doing amend the age profile of the membership. This is essential if longevity is to be guaranteed. To support this principle the Association has been working hard to enhance what it provides for members and affiliated clubs and Simon Barber, the Commercial Manager, has continued to work with third parties to offer special deals for our members. The last edition of the magazine included discounted promotions on membership with The AA and with Vision Express which includes family members. Offers from Hoseasons and Cottages4you are contained in the winter edition. Simon is confident about agreeing more offers for members over the next few months. Hopefully members will feel inclined to take up these offers and give the Association better bargaining powers with suppliers of other services.

NSRA Websites

As previously reported the Association is undertaking a process to ensure we communicate with our members and the outside world as regularly and effectively as possible. A new Membership Database and Website for the Charity will ensure that this is the case. Work continues to scope the work that needs to be undertaken but hopefully when complete will mean we have a state of the art website maximising our communication potential and enable members and clubs to complete processes online if they wish to and are able to do so.

NRA

The NRA has issued a claim in relation to the triggering of a covenant in the original sale agreement for the land that the Lord Roberts Centre is built on. The NSRA purchased the land from the NRA. The claim they have issued has suggested a sum of between £250- 400,000 is owed to them. The NSRA is taking legal advice on the legitimacy of the claim and the potential scale and quantum of the claim if justified. Reference to the situation has been made in the next edition of the Rifleman to ensure members and clubs are aware of what is going on. There has been much speculation on social media and forums and so it was felt some form of clarification was needed. Care has been taken in terms of what has been shared because of the situation and the fact that there may be a need to pursue things from a legal perspective. Based on advice we have been given the Board is confident in our position and defence.

Cafferata Award 2015

The Board considered an application made in relation to the Cafferata Award. This annual award is given to support young and up and coming shooters. Only one application was received and the Board had no hesitation in giving the award to Matthew Man whose results and performance throughout 2015 have identified him as a talented shooter and a potential future elite shooter.

British Shooting Show

A decision has been made not to attend the British Shooting Show at Stoneleigh next year because of a dramatic increase in the cost of attending the show. Many organisations have taken the same decision. The NSRA will be at the Northern Shooting Show being held in Harrogate on 7-8 May 2016. There is a possibility that a similar Southern Show will be organised

Shooting Council Meetings: Dates 2016

The dates of the Shooting Council Meetings in 2016 are as follows:

Saturday 19 March 2016

Saturday 30 July 2016 (And AGM)

Saturday 19 November 2016



WFSA

The World Forum
on Shooting Activities

Symposium "The Sustainable Use of Lead Ammunition in Hunting and Sports Shooting: Facts and Emotions"

Press Release

A significant International Symposium was organized in Brussels on 20 October 2015 by the Association of European Manufacturers of Sporting Ammunition (AFEMS) and the World Forum on Shooting Activities (WFSA).

The Symposium focused on the sustainable use of lead in ammunition and its impact on both the environment and human health. The Symposium also provided an overview of the ballistic features of both lead and non-lead ammunition and assessed the current legislation at the European and International level.

Background information

Lead is present naturally in a variety of forms, but only metallic lead is used in sport shooting and hunting ammunition.

The use of lead metal is highly sustainable because it can be recycled an infinite number of times and the available technologies make the process economically advantageous. It has been used in the ammunition industry for centuries because it possesses excellent ballistic features and is highly cost effective. No other material can guarantee the same results in terms of performance and sustainability.

The use of lead in ammunition is already highly regulated and its proper management minimizes the possible negative impacts on environment and health. Several scientific studies and research papers show that metallic lead in ammunition has no significant impact on human health and the environment as compared to other forms of lead. For example, lead fragments in game meat, if ingested, cannot be directly absorbed by the human body because they are in metallic form. By comparison, food consumed in larger quantities and by the general population, such as cereals, dairy products, vegetables and tap water, have the greatest impact on human dietary exposure to lead. Moreover lead shot and projectiles used in both indoor and outdoor shooting ranges are regularly collected and recycled.

Restrictions in the use of lead in ammunition would inevitably damage both hunting, a necessary prerequisite in game management as well as a traditional cultural practice, and sport shooting, a highly disciplined activity which increasingly involves young people and women.

The Symposium



The symposium was attended by 110 delegates, including journalists, politicians, scientists, members of environmental institutions, hunting and sport shooting organizations and food agencies.

Three influential keynote speakers from the European Parliament and the European Commission described the current position and future strategies of the European regulatory bodies, thus giving further significance to the event.

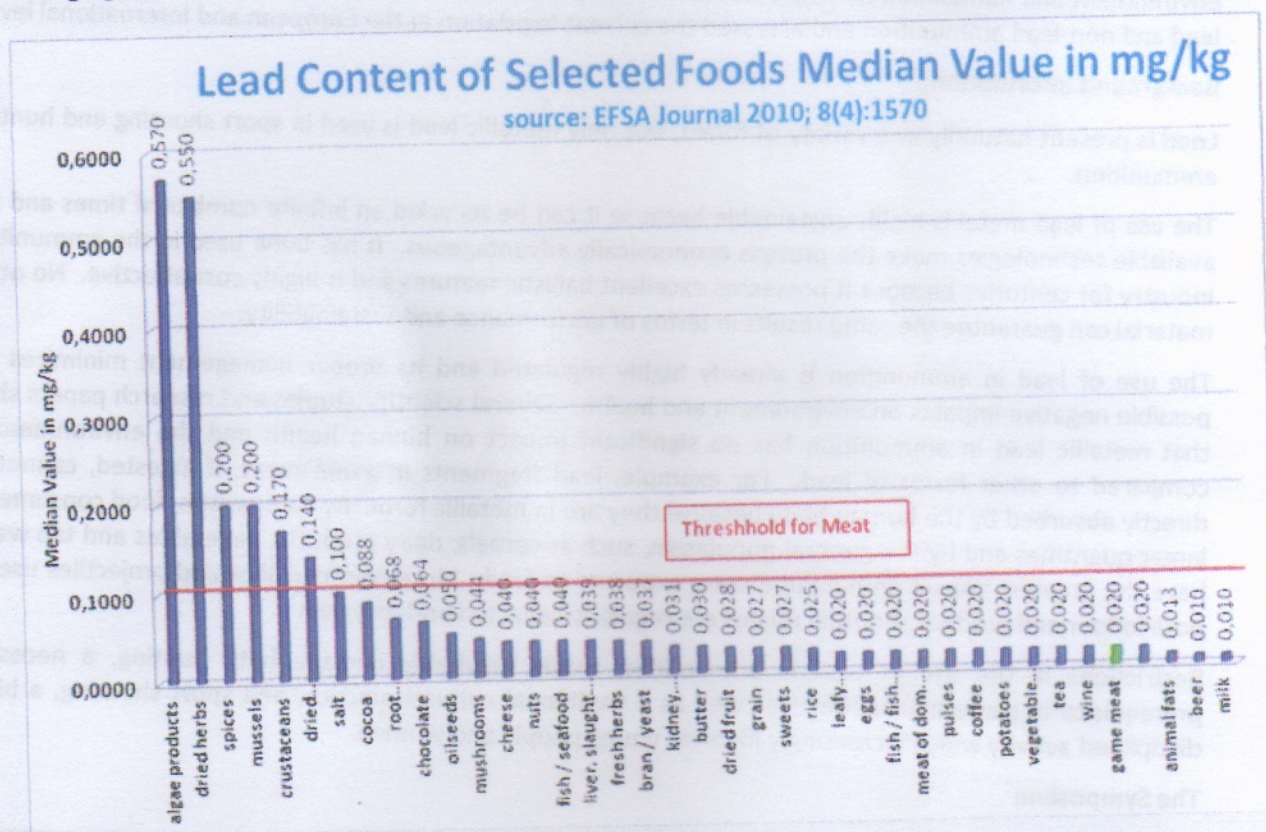
Panel 4: Human Health (Speakers: Baasch – Holmgren – Mannucci – Von Stetten; Moderator: Frederic Simon)

In his presentation, Mr Klaus-Hinnerk Baasch (Doctor, Toxicology) explained that, despite several concerns about human health and wildlife, lead contained in ammunition has no relevance to consumer protection, species protection or the environment.

Mr Christer Holmgren (Senior Advisor at SEPA) presented the methodology and results of his recent study, 'Lead in Game Meat', which showed that only 1-2% of present lead metal fragments are converted to bioaccessible forms in the human gastrointestinal tract.

Mr Pier Mannucci Mannucci (Scientific Director at the Policlinico Hospital Foundation of Milan) reviewed the case-control study of the Swiss Public Health Office, showing that there is no risk of a significant increase in the body burden of lead for the average consumer of wild game hunted using lead ammunition. A similar case control study is now being conducted in Italy.

Mr Holger Von Stetten (Doctor, Internal Medicine) stressed once again that banning lead hunting ammunition does not reduce the lead pollution of the total population. Human dietary exposure to lead among consumers occurs largely through the most commonly eaten foods and only in a very small part through game.



Panel 5: Other Issues (Speakers: Larsen - Rosi – Streitberger)

Mr Rolf Larsen (Director of the Norwegian Hunting Association) spoke about the efforts made to repeal the ban on lead ammunition in Norway and the activities undertaken to achieve this.

Mr Stefano Rosi (Director of the Italian Shooting Federation) described how lead is collected in shooting ranges in Italy for recycling.

Similarly, Mr Joachim Streitberger (Director of the Shooting Ranges Association) presented case studies to demonstrate the efforts made in Germany to operate shooting ranges in an environmentally friendly manner.

For any further information, please contact the secretariat at leadsymposium@afems.org

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