

Simon Humphris

State	VIC
Organisation/Company	Environmental Resource Solutions Pty Ltd
Position/Role	Director
Membership Type	Associate Member
Nominator	John Cronin
Nominator Organisation	PineGro
Nominator Position	General Manager

Do you have experience in any of the following areas?

X Financial Acumen

X Governance

X Risk Appetite & Management

X My experience lies in other key areas

Finance - Please provide details of your financial experience (max 100 words)

I bring strong commercial finance and financial oversight experience across the organics recycling and resource-recovery sectors.

I have managed multiple budgets with 3 major composters. Most recently my duties were to manage the Commercial budgets within SOILCO. I have a sound understanding of financials and how to analyze them, particular strengths in budgeting, revenue management, profitability improvement and contract economics.

Risk Management - Please provide details of your risk management experience (max 100 words)

All of my roles have been in managing risk from environmental to safety & commercial. my recent Risk management businesses include Veolia, Cleanaway and SOILCO. I have extensive experience managing commercial, contractual, financial, operational, supply-chain and strategic risks across the organics recycling and resource-recovery sectors. This includes assessing feedstock security, customer concentration, pricing and margin exposure, contract performance, procurement, equipment and facility development, regulatory considerations, and business continuity.

Governance - Please provide details of your governance experience (max 100 words)

Aside from AORA, other governance roles are Director of Environmental Resource Solutions, holding director level responsibility, including strategic, commercial and corporate oversight of my business. Most recently I was the GM of Commercial for SOILCO. My role was overseeing the performance of one of the largest composters in Australia.

What other skills and qualifications(refer to skills matrix) will you bring to the Board of AORA? (max 200 words)

I would bring extensive commercial, strategic and governance experience to the AORA Board, supported by more than 16 years in the recycling, organics and resource-recovery sectors.

My skills include strategic planning, commercial development, sales and marketing, stakeholder engagement, contract negotiation, procurement, supply-chain management, risk management and financial oversight.

I also bring practical experience in developing sustainable organics-processing and resource-recovery models, managing feedstock and market risks, evaluating capital equipment and facility opportunities, and building productive relationships with councils, government, suppliers, customers, industry participants and end users.

My governance experience includes serving as a Director of Environmental Resource Solutions, a Board Member and Director of AORA, and an Executive Committee Member of AORA Victoria. These roles have strengthened my understanding of board responsibilities, strategic oversight, risk identification, financial stewardship and collaborative decision-making.

Describe your experience in working with member organisations and how you would help raise the profile of AORA (max 200 words)

My executive and commercial roles have required me to understand diverse stakeholder needs, build trust, communicate complex issues clearly and develop collaborative solutions. I have worked with businesses of different sizes, from major national organisations to smaller operators, helping identify shared priorities and create value through stronger commercial and industry relationships.

I would help raise AORA's profile by promoting the organisation as the authoritative national voice for organics recycling and resource recovery. This would include strengthening engagement with members, councils, government, regulators, agriculture, horticulture, manufacturers and end users; communicating the industry's environmental and economic contribution; and supporting evidence-based advocacy.

I also contribute to our high-quality events, industry communications, case studies and educational initiatives that showcase member achievements, innovation and best practice.

Why do you want to become an AORA Director? (max 200 words)

I want to continue as an AORA Director because I am committed to strengthening Australia's organics recycling and resource-recovery industry and believe I can make a practical contribution through my commercial, operational and governance experience.

Having worked across the sector for more than 16 years, I understand the challenges facing operators, including feedstock security, market development, regulation, infrastructure investment, product quality, customer confidence and financial sustainability. My experience as an AORA Board Member and Director, together with my role on the AORA Victoria Executive Committee, has reinforced the importance of strong industry representation and collaboration.

I am motivated to help AORA deliver greater value to its members, raise the profile of organics recycling and support policies that encourage investment, innovation and responsible resource recovery. I would bring a commercially informed and constructive perspective, while ensuring that the interests of members of different sizes and from different parts of the supply chain are considered.

What are three key points about you that you would like members to consider when electing Directors (max 100 words)

Deep industry experience: More than 16 years across organics recycling, resource recovery, compost markets, feedstock procurement, facility development and major commercial partnerships.

Commercial and financially informed leadership: Experience overseeing substantial budgets and revenue portfolios, improving profitability, managing risk and negotiating long-term contracts, with a practical focus on sustainable outcomes.

Committed industry advocate: A collaborative AORA Director and AORA Victoria Executive Committee member who wants to strengthen member value, promote the benefits of organics recycling and support effective advocacy, innovation and industry growth.

Simon Humphris

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Professional Profile

Senior commercial and business development leader with 16 years' experience in recycling, organics recovery, composting and resource recovery. Strong expertise in national sales strategy, feedstock procurement, commercial negotiations, major-account management, market development and operational improvement.

Extensive network across the national organics market, including waste companies, councils, agriculture, horticulture, landscaping, soil blending, retail and government sectors.

Proven record of securing major contracts, developing new markets, improving profitability and leading commercial teams. Customer-focused, ethical and commercially driven, with a strong commitment to safety, sustainability and long-term stakeholder relationships.

Core Capabilities

- Commercial and sales leadership
- National sales strategy
- Business development
- Major-account management
- Organics recycling and composting
- Compost, mulch and growing media
- Feedstock procurement
- Gate-fee and supply contracts
- Agriculture and horticulture markets
- Tender preparation and negotiation
- Budgeting and financial management
- Team leadership and mentoring
- Facility development
- Supply-chain analysis
- Capital-equipment sales
- Customer and stakeholder engagement

Industry Leadership and Recognition

- 2016 AORA National Sales Manager Award - "Outstanding Contribution to Compost Marketing"
- Director and Board Member, Australian Organics Recycling Association
- Executive Committee Member, AORA Victoria
- Working group for the development of Australian soil-quality standards AS4454 & AS4419.

Career Achievements

- Generated \$4 million in new bagged-product sales.
- Increased sales with the largest customer by 25% expanding relationship
- Delivered \$1.5 million in bulk growing-media sales.
- Negotiated and delivered compost to an 8,000-hectare Victorian farm supply.
- Secured two gate-free contracts for product supply in Victoria.
- Supplied compost to approximately 90% of Melbourne's soil blenders.
- Implemented a recycled mulch program supplying approximately 40% of Victoria's vineyards.
- Achieved 25% per annum profit improvement between 2013 and 2016.
- Negotiated long-term receipt contracts exceeding 15 years.
- National Product Manager for Komptech across Western Australia, Victoria, South Australia and Tasmania.
- Recipient of the 2016 AORA National Sales Manager Award for Outstanding Contribution to Compost Marketing.

Relevant Professional Experience

Environmental Resource Solutions Pty Ltd

Director | 2023 - 2025 and 2026 - present

Provide commercial consulting and strategic advice to organisations operating in the organics recycling and resource recovery sectors.

SOILCO

General Manager – Commercial | 2025 – 2026

Led national commercial activities, sales strategy, major accounts, agriculture markets and commercial integration.

Van Schaik's BioGro

Business Development Executive – Emerging Markets | 2022 –2023

Focused on feedstock procurement, commercial development and new-market growth across Victoria and South Australia.

ELB Equipment / CEA Equipment

Regional Product Manager – Waste Products | 2019 –2021

Managed capital-equipment sales and product development across the waste and resource recovery sectors.

Veolia Environmental Solutions

Marketing and Sales Manager – Organics | 2018 - 2018

Developed and implemented a new commercial strategy for the organics business.

Enviromix Pty Ltd

Commercial Manager | 2012-2018

Managed commercial activities, market development, procurement, sales, budgeting and operational support for a major organic recycling business.