

From: Rachel Scarrabelotti [GRO]
Sent: Fri 23/02/2024 11:48:58 AM (UTC)
To: Jack Foden [GRO]
Subject: FW: SID

Rachel Scarrabelotti

Group Company Secretary

Legal, Compliance, Assurance and Secretariat

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See the Company Secretariat Intranet Page for: [Our Group Governance Framework](#), [Post Office Group Board & Committee Dates & Deadlines](#), [Board Paper Templates & Guidance](#), [CoSec Training Dates and Sign Up](#) & [Guidance on the Contract Approval Process](#).

For Contract Approval Form (CAF) enquiries, please email [caf](#) [GRO]

From: Henry Staunton [GRO]
Sent: Saturday, January 20, 2024 2:11 PM
To: Benjamin Tidswell [GRO]; Lorna Gratton [GRO]; Amanda Burton [GRO]; Saf ismail [GRO]; Elliot Jacobs [GRO]; Andrew Darfoor [GRO]; Brian Gaunt [GRO]; Simon Jeffreys [GRO]; Nick Read [GRO]
Cc: Rachel Scarrabelotti [GRO]
Subject: Re: SID

Ben ,

As I said in my note It needs to go through Noms and the Board , and then UKGI and DBT .

It has been discussed between the NEDs inc The Post Masters but not Lorna . It was unanimous except for for one NED but was also the wish of our CEO . We did agree that you would not be involved as you were stepping down . I am fulfilling the request of the Board .

Henry

Sent from [Outlook for iOS](#)

From: Benjamin Tidswell [GRO]
Sent: Saturday, January 20, 2024 1:46 pm
To: Henry Staunton [GRO]; Lorna Gratton [GRO]; Amanda Burton [GRO]; Saf ismail [GRO]; Elliot Jacobs [GRO]; Andrew Darfoor [GRO]; Brian Gaunt [GRO]; Simon Jeffreys [GRO]; Nick Read [GRO]
Cc: Rachel Scarrabelotti [GRO]
Subject: Re: SID

Henry,

This is a decision which requires a proper board discussion and the agreement of the shareholder, neither of which have occurred. I also note that the SID position has already been externally advertised and indeed there is a Sky news story reporting that I am stepping down. So the external recruitment process is live and in the public domain.

Ben

From: Henry Staunton [GRO]
Sent: Saturday, January 20, 2024 12:56 PM
To: Benjamin Tidswell [GRO]; Lorna Gratton [GRO]
Amanda Burton [GRO]; Saf ismail [GRO]; Elliot Jacobs [GRO]
[GRO]; Andrew Darfoor [GRO]; Brian Gaunt [GRO]
[GRO]; Simon Jeffreys [GRO]; Nick Read [GRO]
[GRO]
Cc: Rachel Scarrabelotti [GRO]
Subject: SID

Following the decision to appoint an internal candidate the vote was to appoint Andrew as our SID .
Congratulations to Andrew . Of course this requires an approval by the NomsCo and Board and then UKGI and others .

Rachel will put the headhunters on hold on Monday . Lorna will inform UKGI of our decision to change course and I will inform the Chair and CEO of UKGI when I meet them on Tuesday . There are other procedures to go through with DBT .

Even in the last days or so there has been plenty happening particularly from organisations representing Post Masters . Our "Post Master centric " strategy already looks as if it may need to be adapted . I will ask Rachel to copy you with the relevant letters from Post Master organisations .

There will be plenty to discuss at our private meeting with just Nick and the NEDs . This will need to be before the Board and Nick has kindly adapted the Agenda to allow us time for a 90 minute meeting if we need the time . We need to try and get on the front foot in due course so all your thoughts would be helpful .

Have a good weekend .
Henry

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