



**Private and confidential**

**27 October 2023**

**For: Henry Staunton, Chairman**

**By email: henry.staunton [GRO]**

Dear Mr Staunton,

**‘Speak Up’ Complaint Investigation**

As you are aware, I have been appointed by Post Office Limited (“**POL**”) to carry out an independent and impartial investigation into certain allegations raised by Jane Davies, former Chief People Officer, by way of a ‘Speak Up’ complaint. The investigation has been commissioned by Ben Foat, Group General Counsel.

It is my role to make findings of fact about these allegations raised by Ms Davies and to make any recommendations in relation to any identified breaches of POL’s policies and procedures. My report will be delivered to an Investigation Steering Group who will consider its content and determine what, if any, further action based on my findings needs to be taken.

The first step I propose to take in investigating the complaint is to meet with Ms Davies to discuss certain allegations. I would then like to arrange a meeting with you to enable you to provide your response to the allegations and/or share context related to them which would be helpful for me to consider as I seek to establish the facts.

In particular, I would like to discuss the following allegations made by Ms Davies with you:

- (1) Nick Read, Chief Executive Officer, was aware that there was a bonus multiplier error which resulted in him receiving an overpayment in 2022 and which was not declared in advance of the payment being made;

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- (2) The same bonus multiplier error resulted in an overpayment to other members of the executive team, which Mr Read or others failed to declare to the Remuneration Committee;
- (3) Mr Read bullied Ms Davies in relation to the messages he sent concerning his alleged dissatisfaction with pay;
- (4) Mr Read treated Ms Davies differently after she allegedly failed to succeed in securing him a better remuneration package in terms of ignoring or failing to acknowledge her work and contribution;
- (5) A Board member referred to women as “*pains in the arses*”;
- (6) The Board failed to intervene or address the allegations raised by Ms Davies with you via a letter dated 24 May 2023.

As the investigation progresses, I may need to amend or expand upon the above allegations or discuss further allegations with you. However, I want to assure you at this stage that I have not reached a view of any of the above allegations.

At present it is too early to arrange a meeting with you, but I will get in touch with you again once I am able to make arrangements. As I will set out in my invitation letter, you will have an opportunity to provide me with any information or documents you would like me to review before we meet.

The investigation may mean that I am in receipt of your personal information. I am a registered data controller with the Information Commissioner’s Office with personal responsibility for ensuring that your personal information is properly protected. Your personal data will be processed in accordance with the Devereux Chambers Privacy Policy (available [here](#)). The information I receive in the course of the investigation will only be used for the purposes of the investigation and will only be disclosed to those persons within POL and any of their external advisors to whom it is relevant.

The investigation is and remains confidential. Please do not share the fact of or the content of the investigation.

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I look forward to meeting with you in due course. In the meantime, should you have any questions please do not hesitate to contact me.

Kind regards,

Marianne Tutin  
Devereux Chambers

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