
From: Jarnail A Singh [REDACTED] **GRO**
Sent: Wed 24/07/2013 6:45:51 AM (UTC)
To: Parsons, Andrew [REDACTED] **GRO**
Subject: Re: Fwd: Director's Duties

Andrew. Disclosure officer in Pol cases is the investigation officer who carried out the investigation. Hope this helps.

From: Parsons, Andrew [mailto:[REDACTED] **GRO**]
Sent: Tuesday, July 23, 2013 10:06 PM
To: Jarnail A Singh
Subject: Fwd: Director's Duties

Jarnail

I think Rodric meant to send the email below to you but missed your name of the circulation list. Would you be able to look into this query asap? It's one of the points that needs to feed into the board paper.

Kind regards
Andy

Andrew Parsons
Senior Associate
Bond Dickinson LLP
Blackberry: [REDACTED] **GRO**

----- Original message -----

From: Rodric Williams [REDACTED] **GRO**
Date: 22/07/2013 18:19 (GMT+00:00)
To: "Parsons, Andrew" [REDACTED] **GRO**,
Cc: "Matthews, Gavin" [REDACTED] **GRO**, Hugh Flemington
[REDACTED] **GRO**
Subject: RE: Director's Duties

Thanks Andy.

Jarnail - do you know who the "Disclosure Officer" is on our prosecutions? Is it CK or someone in POL?

Thanks, Rodric

Rodric Williams | Litigation Lawyer

 148 Old Street, LONDON, EC1V 9HQ

 GRO

 GRO

 GRO

 [Post Office stories](#)

 [@postofficenews](#)



From: Parsons, Andrew [mailto:GRO]
Sent: 22 July 2013 18:17
To: Rodric Williams
Cc: Matthews, Gavin
Subject: RE: Director's Duties

Rodric

I've spoken to one of our criminal lawyers. They can't see any risk to the Directors from a criminal law / procedure angle.

The only issue is if someone at POL (director, manager or otherwise) has been acting as the "Disclosure Officer" for the prosecutions. That person may have some personal exposure if the disclosure is done wrong. Do you know who this might be? If it is someone at POL (rather than say someone at CK), I can make more enquiries of our criminal law team and it may be something to look at from a D&O insurance angle.

Kind regards
Andy

Andrew Parsons

Senior Associate

for and on behalf of Bond Dickinson LLP

Bond Dickinson

Direct: GRO

Mobile: GRO

Fax: GRO

Follow Bond Dickinson:



www.bonddickinson.com

From: Rodric Williams [mailto:GRO]
Sent: 22 July 2013 14:23
To: Parsons, Andrew
Cc: Matthews, Gavin
Subject: RE: Director's Duties

Thanks Andy - that looks good for the moment.

I look forward to your response on the criminal issue.

Kind regards, Rodric

Rodric Williams | Litigation Lawyer



148 Old Street, LONDON, EC1V 9HQ



GRO



GRO



GRO



[Post Office stories](#)



[@postofficenews](#)



From: Parsons, Andrew [mailto:<mailto:>]GRO

Sent: 22 July 2013 14:02

To: Rodric Williams

Cc: Matthews, Gavin

Subject: Director's Duties

Rodric

Please find below a short note on directors' duties. Does this cover the points you were considering?

In summary:

- The risk of a POL director being personally liable to anyone outside of POL is very low.
- POL's directors are subject to various personal duties (see below). As long as they make fair and reasoned decisions in good faith, they are unlikely to breach these duties.
- Each director owes their duties to POL (as a company). Only POL (as a company) can enforce a director's duties. Employees, contractors and SPMRs cannot sue POL's directors directly for a breach of their duties.
- A shareholder (ie. BIS) can step into POL's shoes and sue a director on behalf of POL (a derivative action) - though this is difficult and quite rare.
- Outside of a director's general duties, directors should be careful when externally commenting on specific SPMRs / cases (either publically or in private but still external settings ie. speaking to JFSA, MPs or Second Sight). Directors, like anyone else, can be held personally liable for any defamatory comments they make regardless of whether those comments are made in a personal or a business context.

Key directors' duties

Duty to act within powers (section 171 Companies Act 2006)

A director must act in accordance with the company's constitution and must only exercise his/her powers for their proper purpose.

Duty to promote the success of the company (section 172)

A director must act in the way he/she considers, in good faith, would be most likely to promote the success of the company for the benefit of its shareholders as a whole.

Duty to exercise independent judgment (section 173)

A director must exercise independent judgment. The duty will not be infringed by a director acting in accordance with an agreement entered into by the company that restricts the future exercise of the directors' discretion or in a way authorised by the company's constitution. This duty will not prevent directors relying on advice, as long as the directors exercise their own judgment in deciding whether or not to follow the advice.

Duty to exercise reasonable care, skill and diligence (section 174)

A director must exercise the care, skill and diligence which would be exercised by a reasonably diligent person with both:

- The general knowledge, skill and experience that may reasonably be expected of a person carrying out the functions carried out by the director in relation to the company.
- The general knowledge, skill and experience that the director actually has.

Bad faith

Please note that should a director take a decision in bad faith or maliciously (highly unlikely) this may give rise to a number of personal liabilities for that director ie.

- Liability for triggering a malicious prosecution against an SPMR.
- Liability for breach of the Data Protection Act in misusing personal / Horizon data.
- Inducing a breach of contract between POL and an SPMR.

I don't believe that we are anywhere near this territory but include this concept for the sake of completeness.

Criminal

I'm just checking with one of our criminal lawyers to see if there is any way a director could be liable for POL's failure to disclose something in a prosecution case. I suspect not but will double check and then confirm.

Kind regards

Andy

Andrew Parsons

Senior Associate

for and on behalf of Bond Dickinson LLP

Bond Dickinson

Direct:

GRO

Mobile:

Fax:

Follow Bond Dickinson:



www.bonddickinson.com

Please consider the environment! Do you need to print this email?

The information in this e-mail and any attachments is confidential and may be legally privileged and protected by law. [rodric.williams](#) [REDACTED] [GRO](#) [REDACTED] only is authorised to access this e-mail and any attachments. If you are not [rodric.williams](#) [REDACTED] [GRO](#) [REDACTED] please notify [andrew.parsons](#) [REDACTED] [GRO](#) [REDACTED] as soon as possible and delete any copies. Unauthorised use, dissemination, distribution, publication or copying of this communication or attachments is prohibited and may be unlawful.

Any files attached to this e-mail will have been checked by us with virus detection software before transmission. Bond Dickinson LLP accepts no liability for any loss or damage which may be caused by software viruses and you should carry out your own virus checks before opening any attachment.

Content of this email which does not relate to the official business of Bond Dickinson LLP, is neither given nor endorsed by it.

This email is sent for and on behalf of Bond Dickinson LLP which is a limited liability partnership registered in England and Wales under number OC317661. Our registered office is St Ann's Wharf, 112 Quayside, Newcastle Upon Tyne, NE1 3DX, where a list of members' names is open to inspection. We use the term partner to refer to a member of the LLP, or an employee or consultant who is of equivalent standing. Our VAT registration number is GB123393627.

Bond Dickinson LLP is authorised and regulated by the Solicitors Regulation Authority.

This email and any attachments are confidential and intended for the addressee only. If you are not the named recipient, you must not use, disclose, reproduce, copy or distribute the contents of this communication. If you have received this in error, please contact the sender by reply email and then delete this email from your system. Any views or opinions expressed within this email are solely those of the sender, unless otherwise specifically stated.

POST OFFICE LIMITED is registered in England and Wales no 2154540. Registered Office: 148 OLD STREET, LONDON EC1V 9HQ.

This email and any attachments are confidential and intended for the addressee only. If you are not the named recipient, you must not use, disclose, reproduce, copy or distribute the contents of this communication. If you have received this in error, please contact the sender by reply email and then delete this email from your system. Any views or opinions expressed within this email are solely those of the sender, unless otherwise specifically stated.

POST OFFICE LIMITED is registered in England and Wales no 2154540. Registered Office: 148 OLD STREET, LONDON EC1V 9HQ.

This email and any attachments are confidential and intended for the addressee only. If you are not the named recipient, you must not use, disclose, reproduce, copy or distribute the contents of this communication. If you have received this in error, please contact the sender by reply email and then delete this email from your system. Any views or opinions expressed within this email are solely those of the sender, unless otherwise specifically stated.

POST OFFICE LIMITED is registered in England and Wales no 2154540. Registered Office: 148 OLD STREET, LONDON EC1V 9HQ.
