
From: Amanda Burton [GRO]
[GRO]
Sent: Sat 20/01/2024 2:19:59 PM (UTC)
To: Henry Staunton [GRO]; Benjamin Tidswell [GRO]; Lorna Gratton [GRO]; Saf ismail [GRO]; Elliot Jacobs [GRO]; Andrew Darfoot [GRO]; Brian Gaunt [GRO]; Simon Jeffreys [GRO]; Nick Read [GRO]
Cc: Rachel Scarrabelotti [GRO]
Subject: Re: SID

Henry, just to be clear I have not been involved in any discussion as to the appointment of a specific candidate so look forward to the process as described. Amanda

Sent from [Outlook for iOS](#)

From: Henry Staunton [GRO]
Sent: Saturday, January 20, 2024 2:11:27 PM
To: Benjamin Tidswell [GRO]; Lorna Gratton [GRO]; Amanda Burton [GRO]; Saf ismail [GRO]; Elliot Jacobs [GRO]; Andrew Darfoot [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 Darfoot [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 ismai [GRO]; Elliot Jacobs [GRO];
[GRO]; Andrew Darfoor [GRO]; Brian Gaunt [GRO];
[GRO] Simon Jeffreys [GRO]; Nick Read
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

Sent from [Outlook for iOS](#)