

Henry

Values and behaviour not consistent with role

Impeding investigations

- Change of behaviour following investigation, seeking to disrupt investigations and delay outcomes
- Pressuring individuals to stop or reduce scope of investigations (both his and Nick's and PMNEDs)
- Pressuring individuals to settle Rose
- Cavalier generally about whistleblowing investigations (his and others) and failure to appreciate/support their importance, especially in public sector and given POL context

Inappropriate behaviour

- abusive and inappropriate behaviour towards BF, KM and KS, observed widely in business
- Inappropriate discussions and note re BF and MR
- Undermining processes and management functions (eg JB/investigations, disparaging statements in front of others (BF) and using authority in inappropriate way, misrepresenting people's positions to others (eg culture committee)
- Aggressive accusations made to AB and me (and Lorna?), passive aggressive behaviour at other times
- Seeking to divide board (meeting w/out Lorna, without me and BG, disparaging LG, approach to SID)
- Marginalising LG/seeking to undermine Shareholder approval process

Lack of leadership

- not providing substantive support for NR
- If anything, a distraction
- Causing confusion (eg KS appointment as alternate)
- Loss of trust with at least me and AB, presume LG and perhaps others

Outcome of investigation

- Green Park?
- Tuesday interview?

Next steps

Timing

NEDs

Nick

Comms

30/1 board