
From: [Henry Staunton]
Sent: Tue 23/01/2024 8:00:02 PM (UTC)
To: Saf ismail [GRO]
Cc: Elliot Jacobs [GRO]
Subject: Re: Key Agenda Items for Upcoming Board Meeting

Dear Both ,
Elliot , I think you were going to raise a number of these issues with Nick . His responses would help Saf finalise his note .
How would you like me to take this forward ? Options are :

- Copy your note to Nick
- Copy to Nick and all NEDs
- You just present these issues at the private meeting .
- Other

A good outcome would be to make some big changes whilst maintaining your relationships inc with Nick - quite difficult .
Please discuss .
Henry

Sent from [Outlook for iOS](#)

From: Saf ismail ([GRO])
Sent: Tuesday, January 23, 2024 4:53:33 PM
To: Henry Staunton ([GRO])
Cc: Elliot Jacobs ([GRO])
Subject: Key Agenda Items for Upcoming Board Meeting

Dear Chairman,

I trust this message finds you well. As we prepare for the upcoming board meeting, I wish to draw your attention to several critical matters demanding prompt consideration and discussion.

Confidential Email on Project Pineapple: As you are aware It has come to my attention that our confidential email on Project Pineapple was sent to the individuals involved by Nick, this still needs resolving and my email remains unanswered since my communication on Thursday evening. As PM I feel vulnerable and exposed and have no where to go as this involves our investigations and whilst blowing team member.

Suspended Historic Employees: The presence of employees previously identified as high risk in the historic scandal within our workforce raises concerns. A comprehensive review of all personnel involved in the scandal is imperative to safeguard the integrity of our business. I recommend swift action to mitigate potential risks. How was Brian Trotter still in the business until we visited the inquiry? Regarding Steve Bradshaw I mentioned him to four individuals in the business on four different and at a board meeting regarding his conduct / testimony and how this would cause our business further issues however, once again I was ignored, is this because I am PM NED? Would this be the same if another NED raised this?

Disbandment of PM Engagement Team: this team lacks credibility and has failed to deliver on the

challenges faced by the PM community hence they have no respect within the wider network. I suggest the strategic disbandment of the team. This recommendation is reinforced by their reluctance to conduct a survey when outcomes were not anticipated in their favour. Granting the new Postmaster Director and oversight committee control over forums and PM engagement is essential for us to effective and PM centric.

Investigation of NDA's: A thorough investigation into all Non-Disclosure Agreements (NDA's) executed since CEO Nick assumed office is crucial. During the select committee hearing Nick was asked if he was aware of any such agreements and he advised No, it is crucial we are transparent with the select committee but also to protect our CEO with accurate information, can we investigate this?

Additionally, urgent steps are required to revoke NDA's with external entities, such as Fujitsu or Second Sight, linked to the Horizon scandal. This decision should be communicated to the public promptly in order to show we as a board want to help with justice and the inquiry.

Role of Ben Foat: I am proposing a comprehensive review and adjustment of the job role for Ben Foat, our Legal Counsel, this involves reassigning him to the inquiry only and limiting his involvement in various business areas. This adjustment is fundamental for reinforcing transparency and accountability and to change our culture and indecision.

Culture: Postmaster discrimination must end immediately, this rhetoric of "they are all on the take and are the same" is unacceptable. What Richard was caught saying is common within the walls POL, the language used by employees can't be spoken about Black people, Muslims or Jews because its discriminatory. The CRO informing the board of extreme stories again is unhelpful and lacking integrity but then wanting PM's to pay 100% for automation and not strategic partners. The culture in this business is toxic and it needs more PM's involved in the entire organisation to help it refocus.

Establishment of Oversight Committee: In light of the evolving landscape, I recommend the immediate establishment of an oversight committee ASAP, with PM Neds assuming leadership. Defining clear terms of reference for the committee is essential to challenge cultural and procedural aspects and help ensure our business never has untouchable employees, we must ensure we truly are PM centric.

I appreciate your attention to these matters and eagerly anticipate addressing them collectively during our scheduled board meeting.

Regards

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