



IEGroupuk Ltd
12 Oxford St
Bolton
BL1 1RF

26th June 2024

FAO: ICAEW - Henry Staunton

Dear Sir,

I am writing to provide a reference for Mr. Staunton, who is currently under investigation by the Institute of Chartered Accountants based on a press article alleging he is a racist and a misogynist.

During Mr. Staunton's tenure as our Chairman at the Post Office, I found him to be professional and committed to addressing the institution's challenges. He brought valuable experience to the table and consistently demonstrated strong values. In my experience, Mr. Staunton did not exhibit any racist or misogynistic behaviours. As a Muslim, I can attest that he was accommodating and respectful of my religious practices.

The investigation into Mr. Staunton seems unfair and possibly engineered to remove him from his position. It appears that the investigation was initially intended for the CEO and later redirected toward Mr. Staunton. I felt the process was flawed, and the board was not provided with the terms of reference until after the investigation's conclusion. Additionally, Mr. Staunton was dismissed before the investigation's outcome, which raises concerns about the fairness of the process.

I want to highlight that I feel Mr. Staunton and others have been targets of an investigation due to their defence of wronged convicted postmasters and their families. We raised concerns about the governance and culture at the Post Office, particularly regarding the misuse of power by the senior executives and the toxic culture within the organisation.

It's important to clarify that Mr. Staunton is not accurately represented in the press article. I am willing to provide a character witness for him.

Please treat this letter with the utmost confidentiality. I plan to share more details at the inquiry but request that this letter remain embargoed. I understand the institute's timescales may be shorter than the inquiry, which is why I am writing this letter.

Sincerely,

SAF ISMAIL

IEGroupuk Ltd
Saf Ismail
(Director)