

June 24, 2024

Dear Mr Burd,

STRICTLY PRIVATE AND CONFIDENTIAL – CHARACTER REFERENCE (HENRY STAUNTON)

I am a Non-Executive Director of Post Office Limited (“POL”). I was appointed during Henry Staunton’s tenure as Chairman in June 2023. In late 2023, Henry conducted the soundings for a new Senior Independent Director (“SID”) given the planned departure of the current SID in 2024, and I know I was his preferred choice and that he was delighted that I emerged as the choice of the Board.

I understand that the Conduct Department of the ICAEW is following up on an article in The Times newspaper alleging that he is a racist and misogynist. I wish to say that never in my time on the Board of POL or privately did I ever hear Henry express any racist or misogynist comment and I have never heard any comments made by anyone alleging racism on his part.

In fact, Henry was a huge champion of diversity in POL generally as well as within the Board. The fact that he appointed me and encouraged me throughout our joint membership on the POL board is testimony to that. I know that my views expressed here are equally shared by Saf Ismail and Elliot Jacobs, Postmaster Non-Executive Directors at POL and we are three members of the Board who would be most sensitive to any racist issues and/or comments.

I also have some observations about the so-called Tutin report. To my knowledge it is based largely on unsubstantiated hearsay and there was no formal complaint ever made by anyone regarding Henry. The report was referenced at a private meeting of POL directors, but I was not asked for my views on Henry before or after the report was written. The report was also issued post Henry’s departure which in itself is a strange outcome.

I am writing this character reference on the basis that it will be **strictly confidential** within the Conduct department of the ICAEW. I have been very open about the issues because I know Henry is quite distressed about the slur on his character.

In closing, I unequivocally have no reservations whatsoever about Henry’s character and attest to the fact that I do not consider Henry in any way to be racist or misogynist.

Yours sincerely,

Andrew A. Darfoor

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