



Finance Function

Announcement

We are about to undertake a review of our Group Finance structures, with a view to achieving greater efficiencies within the Group. It has been identified that a potential outcome of this review could be the removal of the central European Finance team. If this were to happen, the work that is currently carried out by the central European Finance team would be handled by the Group Finance Function.

We are consulting with the individuals concerned in order to discuss the reasons why we are considering this change, the implications if this were to happen, possible alternatives and also any opportunities that there may be for re-deployment.

I must stress that no decisions have been reached at this stage and therefore until such time as a decision has been reached I will expect all members of staff both within the central European Finance team and the rest of the business to continue to work to the same processes and professionalism as today.

If you do have any questions on the consultation process, please direct them to Julie Hulme. Questions in respect of finance matters should continue to be directed to the appropriate individuals in the current structure.

Brian Tenner
Group Finance Director

September 24, 2009