



## **HR Function**

### **Announcement**

As you are aware, we have just announced a restructuring of the business that will allow us to focus much more strongly on markets. In tandem with this we will also be placing greater accountability within the key functions in the business.

We are therefore about to undertake a review of our Group HR structures, with a view to aligning the HR function with our overall strategy, with the additional aim of achieving greater effectiveness and efficiencies within the Group. It has been identified that a potential outcome of this review could be the combination of a number of senior roles within the Group, Corporate and European Central HR team, resulting in the creation of one post of Group Head of HR.

We are now consulting with the individuals concerned in order to discuss the reasons why we are considering this change, the potential implications, 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 within the Group, Corporate and European HR teams and the broader 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 me. Questions in respect of HR matters should continue to be directed to the appropriate individuals in the current structure.

Brian Tenner  
Group Finance Director  
Executive Director responsible for Human Resources

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