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Royal Mail Group Announcement - Merger of Royal Mail Group SHE (Safety, Health and Environment) Team and Royal Mail Group Property Risk, Compliance and Assurance Team:

To: All Branches

Dear Colleagues,

The Health, Safety and Environment Department has been formally informed today by Dr. Shaun Davis Royal Mail Group Global Director of Safety, Health, Wellbeing and Sustainability that he and Martin Gafsen Director of Royal Mail Property and Facilities Solutions (and Romec Limited), had concluded a review of the activities carried out in RM Group SHE (Safety, Health and Environment) and those carried out in the RM Group Property Risk, Compliance and Assurance, which had identified opportunities for improvements relating to operational effectiveness, delivery of efficiencies and improved synergies across both teams.

Following the review it has been decided that these two teams will merge under Shaun Davis's leadership providing both Dr. Davis and Martin Gafsen with improved operational consistency, oversight and alignment on safety, health, environment and property safety related matters.

As a result of this merger Eloise Francis, Director of Property Risk, Compliance and Assurance, has decided to leave Royal Mail Group. Dr. Shaun Davis and Martin Gafsen said that Eloise has made a valuable contribution to the organisation and the Business wishes her well in her future career.

Richard Bennion will assume interim leadership of the Property Risk, Compliance and Assurance team, as a direct report to Shaun Davis and business partner to Martin Gafsen and his RMPFS leadership team.

Richard Bennion, Dr. Shaun Davis and Ron Symonds from RM Group SHE will work closely with Eloise Francis on transition and handover to the new set up.

Yours sincerely



Dave Joyce
National Health, Safety and Environment Officer