

Mr Richard Gillingwater



Inveralmond House  
200 Dunkeld Road  
Perth  
PH1 3AQ

Our reference:

Telephone:  
Facsimile:

23 July 2018

Dear Richard

Following the recommendation of the Nomination Committee which was confirmed by the Board, I should like to offer you an extension of your appointment as Chairman of the Company and Nomination Committee for the further period of three years expiring on 22 July 2021.

All the terms and conditions of the original letter of appointment of 21 July 2015 continue to apply other than the level of fee which is reviewed separately.


Could you please sign and return the enclosed copy of the letter by way of acceptance.

Yours sincerely

A handwritten signature in black ink that reads 'Alistair Phillips-Davies'.

Alistair Phillips-Davies  
Chief Executive

I have received a letter of which this is a duplicate and confirm my acceptance.

Signature ..  ..

Date .. 13/11/18 ..  
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