

Organisational Announcement Message from Dennis van Schie

Dear all,

We recently made some [announcements](#) regarding the Operations structure in the light of Mark Barratt deciding to leave the company at the end of the year. We would like to update you on how plans are progressing to implement the new structure as follows:

With effect from 18 November 2019:

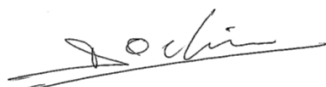
1. **Dominique Murzeau** as Eurasia Manufacturing General Manager will become responsible for CTAM.
2. **Richard Llewellyn** as UK Manufacturing and Operations Support General Manager will take responsibility for the Lowestoft, Minehead and operational support activities (I&D, Compliance, Regulatory and Sustainability) - the leads of these areas will report to Richard
3. **Bruno LeBourdais** as Group Supply Chain Director will take responsibility for Procurement and the category leads of this area will report into him directly. Local procurement will report directly into the local business unit leadership structure.
4. **Anthony Taylor** as UK General Manager will take responsibility for the Kidderminster logistics operation and Paul Woodward as Kidderminster site manager will report to Anthony.
5. The North American Warehouse (DC4) in Piscataway will report into **Steve Chamberlain** as the Vice President and General Manager – North America
6. Whilst retaining functional links to Global Supply Chain, Rich Johnson (Supply planning activities) and Amanda Hermann (Customer Service) in Piscataway will report to **Mark Triano** as the CFO – North America

By making this change earlier, Mark will have the space until the end of the year to act as a thought leader and advisor across the organisation, ensuring that changes in responsibility are bedded down and secured before he leaves.

Dominique, Richard and Bruno will continue to report directly to Mark until the end of the year and from 1 January 2020 they will become GLT members reporting directly into me.

We believe that in a global business like ours the above organisational changes will empower both the geographical and the functional dimensions for the benefit of the group.

Best regards,



Dennis van Schie
CEO