



Date
2 September 2025

Post Office
100 Wood Street
London EC2V 9ER

Your Ref: FOI2025/00482

Classification:
Public

Dear [REDACTED],

Freedom of Information Request – FOI2025/00543

We are writing in response to your email received by Post Office Limited (**"Post Office"**) on 4 August 2025, which has been dealt with under the terms of the Freedom of Information Act 2000 (**"FOIA"**).

In your email, you have requested the information shown verbatim in bold below:

"[Previous Request: As advised, please provide a list of discretionary "CEO" bonuses authorised and awarded by Nick Read and given to members of staff at POL since 2019.]

You have not included any information on your response.

Please provide a breakdown of the payments made."

We have interpreted your request for a "breakdown of payments" to mean a list of individual recipients and the specific amounts awarded to each person.

We can confirm that Post Office holds information relevant to your request. However, we have determined that the information should be withheld under section 40(2) and 40(3A) relating to personal information and section 43(2) relating to commercial interests of the Freedom of Information Act 2000 (FOIA).

The names of individual recipients are exempt under sections 40(2) and 40(3A), as they constitute personal data relating to third parties. These sections exempt

personal information from disclosure where doing so would contravene any of the data protection principles set out in Article 5(1) of the UK General Data Protection Regulation (UK GDPR).

Disclosure of this information would likely breach the first data protection principle, which requires that personal data be processed lawfully, fairly, and in a transparent manner. In this context, disclosure would not constitute fair processing, as Post Office staff would not reasonably expect their names to be disclosed in relation to this request.

The specific amounts awarded to individuals are also being withheld under section 43(2) of the FOIA, which relates to information that would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it).

In applying this exemption, we have considered the balance of public interest in withholding the information against the public interest in disclosure. We recognise that there is a public interest in transparency around bonuses, particularly where public money is involved. However, we consider that there is a stronger public interest in withholding the information, as disclosure could adversely affect Post Office's ability to retain talent and operate effectively in a competitive environment.

In line with section 16 of the Freedom of Information Act and our duty to advise and assist, we would like to highlight some publicly available information that you may find helpful, as it includes relevant details about pay and bonuses. These are set out on pages 44–47 of the Post Office Limited Annual Report & Consolidated Financial Statements 2023/24, available here:

https://corporate.postoffice.co.uk/media/pkherld0/post-office-limited_2024-ara-final-signed-17-12-24-pwc-signed.pdf

If you are dissatisfied with the handling of this response, you do have a right to request an internal review. You can do this by writing to the address above within 40 working days of receipt of this response stating your reasons for your internal review request or alternatively, by emailing information.rights@postoffice.co.uk.

If, having requested an internal review by Post Office, you are still not satisfied with our response you also have a right of appeal to the Information Commissioner at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Telephone: 0303 123 1113
www.ico.org.uk/foicomplaints

Yours sincerely,

Information Rights Team
information.rights@postoffice.co.uk
<https://corporate.postoffice.co.uk/en/governance/access-to-information/access-to-information/>

Post Office Limited is committed to protecting your privacy, information about how we do this can be found on our website at www.postoffice.co.uk/privacy