



Date
24 March 2025

Post Office
100 Wood Street
London EC2V 9ER

Your Ref:

Classification:
Public

Dear [REDACTED],

Freedom of Information Request – FOI2025/00136

We are writing in response to your email received by Post Office Limited (**"Post Office"**) on 26 February, 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:

"I am requesting access to records detailing the costs associated with Diversity, Equity, and Inclusion (DEI) initiatives undertaken by Post Office Limited. Specifically, I seek the following information for the financial year 2024 to present:

- * Total budget allocated to DEI programs, including staff training, workshops, and related activities.**
- * Itemized expenditures on DEI-related consultants, external trainers, or third-party organizations.**
- * Salaries or compensation details for employees or roles specifically dedicated to DEI efforts (e.g., DEI officers or coordinators), anonymized if required by privacy laws.**
- * Costs of producing DEI-related materials, campaigns, or publications.**
- * Any grants, subsidies, or funding received to support DEI initiatives and their sources.**

I request that the information be provided in a spreadsheet format where possible. If certain records are exempt from disclosure, please provide a detailed

explanation citing the specific legal basis for the exemption and, if feasible, release any non-exempt portions."

We can confirm that Post Office does hold some of the information you have requested. Please find the disclosable information in spreadsheet format alongside this response letter, titled "FOI2025_00136 Disclosure".

However, we are withholding some of this information under exemptions in sections 40(2) and 40(3A) of the FOIA as the information constitutes personal data relating to other persons; and section 43(2) of the FOIA, which relates to information which would, or would be likely to, prejudice the commercial interests of any person (including the public authority holding it)

Salaries and compensation details are being withheld as it falls under section 40(2) and 40(3) of the FOIA, as the information constitutes personal data relating to other persons. These sections exempt personal information from disclosure if that information relates to someone other than the applicant, and if disclosure of that information would breach any of the data protection principles in Article 5(1) of the UK General Data Protection Regulation ("GDPR").

We consider that disclosure of this information is likely to breach the first data protection principle, which provides that personal data must be processed lawfully, fairly, and in a transparent manner. Disclosure would not constitute 'fair' processing of the personal data because Post Office staff involved would not reasonably expect their job title, grade or salary, to be disclosed in relation to this request for information as they may become identifiable.

Post Office has also determined that the salary of each team member should be withheld under section 43(2) of the FOIA which relates to information which 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 had to balance the public interest in withholding the information against the public interest in disclosure. We recognise that there is a public interest in disclosure of information concerning details of the current Post Office salary of each team member, as this helps promote transparency in Post Office business and reassurance about the way public money is being spent.

On the other hand, there is a strong public interest in withholding the information as it would, if disclosed, prejudice the commercial interests of Post Office. This is because disclosing information about current pay scales showing annual salaries, would harm the negotiation capabilities of Post Office with internal and external candidates. Salaries are also determined on a case-by-case basis and so providing the information you have requested, would give competitors of Post Office a commercial advantage in knowing what salaries Post Office offer. It would therefore not be in the public interest to disclose this information.

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