

THE STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

STATES' TRADING SUPERVISORY BOARD

APPOINTMENT OF NON-EXECUTIVE DIRECTORS – GUERNSEY POST LIMITED

The States are asked to decide:-

Whether, after consideration of the policy letter entitled 'Appointment of Non-Executive Directors – Guernsey Post Limited' dated 10 September, 2026, they are of the opinion:-

1. To approve the appointment of Mr Dominic Edmonds and Ms Alicia Andrews as non-executive directors of Guernsey Post Limited.

The above Proposition has been submitted to His Majesty's Procureur for advice on any legal or constitutional implications in accordance with Rule 4(1) of the Rules of Procedure of the States of Deliberation and their Committees.

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The Presiding Officer
States of Guernsey
Royal Court House
St Peter Port

10th September 2026

Dear Madam

1 Executive Summary

- 1.1 The purpose of this policy letter is to seek the States' approval for the appointment of new non-executive directors to the Board of Guernsey Post Limited (GPL).

2 Background

- 2.1 In accordance with the States Trading Companies (Bailiwick of Guernsey) Ordinance, 2001 (as amended), non-executive directors of the States Trading Companies¹ can be appointed by the States upon the nomination of the States' Trading Supervisory Board (STSB).
- 2.2 However, the Ordinance also allows for the STSB to appoint an individual to fill a casual vacancy in the office of a non-executive director without prior consideration by the States, subject to the caveat that any such an appointment will lapse unless confirmed by the States at their next or next subsequent meeting after the date of the appointment.
- 2.3 During the course of 2026, two casual vacancies have arisen on the GPL Board following the separate resignation of two of its non-executive directors.

¹ For the purposes of the Ordinance, only Guernsey Electricity Limited and Guernsey Post Limited are designated as States Trading Companies.

3 Non-Executive Directors - Recruitment

- 3.1 GPL has recently undertaken an open recruitment exercise to identify candidates for two vacant positions on its Board arising from the recent resignations. A total of 39 applications were received and a short list of 7 candidates was put forward for interview by GPL's Nominations Committee.
- 3.2 Following the recruitment process, GPL recommended to the STSB the appointment of Mr Dominic Edmonds and Ms Alicia Andrews as non-executive directors of the company.
- 3.3 Having carefully considered this recommendation, the STSB supported the appointments. As these were to fill the casual vacancies that had arisen on the GPL Board, the STSB agreed to appoint both candidates with effect from 1 August 2026. In accordance with the provisions of the Ordinance, the STSB is now seeking the States' confirmation of those appointments.
- 3.4 A summary of each candidate's curriculum vitae is included in Appendix 1.

4 Compliance with Rule 4

- 4.1 Rule 4 of the Rules of Procedure of the States of Deliberation and their Committees sets out the information which must be included in, or appended to, motions laid before the States.
- 4.2 In accordance with Rule 4(1):
 - a) The States Trading Companies (Bailiwick of Guernsey) Ordinance, 2001 (as amended) requires the Proposition to be put to the States;
 - b) The Proposition is being put forward following a process that included engagement and consultation between GPL and the STSB;
 - c) The Proposition has been submitted to His Majesty's Procureur for advice on any legal or constitutional implications;
 - d) There will be no additional financial implications to the States of Guernsey of carrying the proposal into effect.
- 4.3 In accordance with Rule 4(2):
 - a) The Proposition relates to the duties of the STSB to carry out the States' role as shareholder of incorporated companies which are owned by the States and which the States have resolved to include in the mandate of the Board;

b) The Proposition has the unanimous support of the Board.

Yours faithfully

M Helyar
President

A Niles
Vice-President

B Kay-Mouat
Member

S J Thornton
Non-States Member

M R Thompson
Non-States Member

CURRICULUM VITAE**Mr Dominic Edmonds**

Dominic Edmonds has a distinguished general management career, with extensive expertise in logistics, supply chain, corporate development, and mergers and acquisitions. He is currently a Non-Executive Director at Unipart Group, a UK-headquartered international supply chain business with revenues of approximately £1bn and also serves as a member of the Advisory Board for C&A, a European fashion retailer with around 1,400 stores, where he specialises in supply chain transformation.

Much of Dominic's career has been spent at senior level with Kuehne + Nagel Group. He held roles with responsibility for corporate development and mergers and acquisitions and spent nine years as Head of EMEA Contract Logistics. Between 2012 and 2014, he was Managing Director of Kuehne + Nagel's UK Contract Logistics business.

Prior to joining Kuehne + Nagel, Dominic held senior leadership roles at ACR Logistics, Hays Logistics PLC, and EPS. He has complemented his business experience with executive education at London Business School and Ashridge Hult and is also a qualified ACCA accountant.

Ms Alicia Andrews

Alicia Andrews is a Chartered Director (Institute of Directors) with a senior executive career spanning public and private sector operational businesses, including six years as Commercial Director at Southeastern Railway, a public sector passenger rail operator serving 500,000 passengers daily where she was accountable for revenue generation (retailing, marketing and sales), digital, insight and customer relations.

Under her leadership, Southeastern's app won 'Best Passenger Experience Initiative' at the 2025 Transport Ticketing Awards and won Gold for 'Best Approach to Supporting Vulnerable Customers' at the 2024 European Contact Centre and Customer Service Awards.

As Concession Transformation Director at Arriva Rail London, she worked closely with Transport for London's London Overground concession contract, overseeing infrastructure, facilities and stakeholder relations.

Earlier in her career, she held leadership roles in commercial, marketing and customer services at Condor Ferries. Alicia has been a Non-Executive Director at Poole Harbour Commissioners since 2021. A graduate of the University of London, she lives in Dorset and is a volunteer for Dorset Careers Hub.