



Date  
07 May 2025

Post Office  
100 Wood Street  
London EC2V 9ER

Your Ref:

Classification:  
Public

Dear [REDACTED],

## Freedom of Information Request – FOI2025/00094

We are writing in response to your email received by Post Office Limited (**"Post Office"**) on 12 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:

**"Please provide details of a Bonus Fund named the 'CEO Fund for Retention' or similar.**

**Please provide details of Remuneration Committee Minutes during 2022 where the establishment of this Bonus Fund was discussed and approved.**

**Please also provide any correspondence with UKGI and or the Single Shareholder on the establishment/approval of the fund and any details on how this Fund was to be administered, sanctioned and distributed."**

We can confirm that Post Office does hold some of the information you have requested regarding the 'CEO discretionary pot'. Please see attached document titled "FOI2025\_00094 Combined documents in scope\_Redacted". We do not hold any correspondence with UK Government Investments (**"UKGI"**) and/or the Single Shareholder (i.e., the Department for Business and Trade) on the fund you have requested.

Some of the information you requested is being withheld as it falls under the exemption in 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 CEO Discretionary Pot and Remuneration Committee meeting minutes as this helps promote transparency in Post Office business and reassurance about the way public money is being spent.

However, 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 the CEO Discretionary Pot, and bonus incentives in general, would harm Post Office's position concerning the retention of high performing talent, pay and its overall business performance.

Release of the information would provide insight in Post Office thinking and strategy around bonus payments to its employees. Post Office competitors will get an insight into the Post Office bonus process which they could then use with other publicly available Post Office information and use that to increase their advantage in a very competitive market.

Revealing specifics around how the CEO Discretionary Pot operated would give competitors vital information to be able to directly poach key talent. If competitors knew what grades/roles were eligible and the amounts, they could be aware of how to buy Post Office staff out of retention arrangements or what level of incentive could be offered to lure Post Office talent to leave the Post Office. Given that the competitors of Post Office are not subject to the FOIA, it would not be in the public interest to disclose the information.

Please note, we have removed any information not within the scope of your request from the disclosable document.

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](mailto: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](http://www.ico.org.uk/foicomplaints)

Yours sincerely,

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

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