SECTION 430 (2B) COMPANIES ACT 2006 STATEMENT REGARDING ANDREW MARTIN

The following information is provided in accordance with Section 430 (2B) Companies Act 2006 relating to Andrew Martin who ceased to be a director of the Company on 1 December 2015 and ceased, from the same date, to be responsible for the Company's business in Europe and Japan.

From 1 December 2015 to 31 December 2015 Mr Martin will continue to be employed on his existing terms as he assists in the transition of the European business to Dominic Blakemore.

In accordance with Mr Martin's service contract, which was entered into in 2007 and before the Company's policy with regard to the inclusion of bonus in termination payments was changed in 2008 (so as to exclude them), Mr Martin's employment will end on 31 December 2016. Mr Martin will be entitled to receive a maximum of £1,472,900 calculated as

£669,500	base salary
£502,125	bonus calculated at 75% of base salary
£ 66,950	10% of base salary in lieu of benefits in kind
£234,325	pension contribution at 35% of base salary

Mr Martin will not receive a further award of any long-term incentives but, subject to the achievement of corporate performance targets set at the date of award, will be entitled to retain the award made in 2013 (over 105,747 shares) which will vest in 2016. An earlier award (over 125,481 shares) made in 2013 vested to the extent of 99,128 shares on 25 November 2015 (and were subsequently sold) as announced on 26 November 2015. In accordance with the rules of the Long Term Incentive Plan, the award made on 6 February 2015 over 116,943 shares will vest in full in 2017 subject to the achievement of the original corporate performance targets*. The Remuneration Committee has agreed in accordance with the plan rules that, in respect of the award made on 6 February 2015, the post vest holding period obligation will be released.



M J WHITE

Group General Counsel & Company Secretary

1 December 2015 amended 27 January 2016

*Mr Martin has agreed to accept the pro-ration of the award made on 6 February 2015 such that it will be reduced by 9/36ths (to 87,708 shares) and the reduced award will remain subject to the achievement of the original corporate performance targets.

MJW 15-40