

29 September 2015

Personal and Confidential

Robin Freestone
Fairway
Links Road
Bramley
Guildford
Surrey GU5 0AL

Dear Robin,

Amendment to your Letter of Appointment with the Company dated 14 August 2015 (your "Letter of Appointment").

I refer to your Letter of Appointment.

As approved by the Board of Directors on 14 September 2015, with effect from 1 October 2015 the annual fees payable to you under your Letter of Appointment will be increased from £65,000 to £75,000.

In addition to this, the annual fee in respect of your additional roles will be increased from £20,000 to £35,000 effective 1 October 2015.

For the avoidance of doubt, there are no other changes to your Letter of Appointment.

Yours sincerely,



Clare Underwood
Company Secretary