

Public Apology to Former Non-Executives

The report of the Independent Review conducted by Alison Levitt QC recommended that RICS should issue a public apology to the four non-Executives who were wrongly dismissed, Steve Williams, Simon Hardwick, Amarjit Atkar and Bruce McAra.

Nick Maclean, Acting Chair of the Governing Council, has written to each of the non-Executives to apologise on behalf of RICS. The text of the apology is printed below:

Thank you for your time meeting with Isobel and I recently and for sparing time to speak with me separately in the interim.

Having reviewed the report and accepted, in full, Ms Levitt's findings, conclusions and recommendations, the Governing Council is absolutely clear that you deserve a full apology for the way you were treated by RICS.

We believe that the way several of our executives, our officers and non-executives behaved towards you in your role as a non-executive Director of the Management Board, including your wrongful dismissal, was unacceptable and indefensible. On behalf of the Governing Council and RICS, I apologise unreservedly for the way you have been treated. We thank you for your courageous persistence in the pursuit of unacceptable conduct. It is an exemplar for the behaviours we expect of office holders of this nature

As Ms Levitt concluded, you were right to challenge the refusal to give you full and proper information about our Treasury Management function. In finding that you were not to blame for what happened and being satisfied that you would have failed us had you *not* escalated the situation, Ms Levitt concludes that you are entirely exonerated. We accept and agree with this conclusion without reservation. We also note from the Report that you identified broader behavioural and cultural problems in the Executive's management of RICS.

We also apologise for any anxiety and inconvenience you have suffered from RICS' initial response to the media reporting from December 2020 and are grateful for your having supported the Independent Review process fully.

In commissioning the Review; in ensuring its independence; in publishing an unredacted version of the final Report; and in accepting each of Ms Levitt's recommendations, we have initiated steps to address the systemic issues that allowed the Institution to treat you in the way it did and ensure that such actions do not happen in the future.

Finally, on behalf of Governing Council I confirm that, should you wish to apply for future non-executive roles with other organisations, RICS commits to providing a copy of this apology, explaining the background to this matter, providing a copy of the Independent Review Report and affirming your complete exoneration of blame.

Yours sincerely

Nicholas Maclean, RD FRICS
Acting Chair of Governing Council