



July 30 2014

Dear LLC member

As Chairman of AWE ML, and as part of AWE plc's commitment to keeping you informed, I wanted to let you know that Andrew Jupp is stepping down as Managing Director after a career with the organisation that has spanned nearly 30 years including nine as a member of the Executive leadership Team and four as its Managing Director. Whilst the search for Andrew's successor is underway, Rob Fletcher, previously Director, Commercial, is appointed Acting Managing Director.

We will be posting the accompanying press statement on AWE's website tomorrow (31st July); this is under embargo until then. Recognising this may attract media interest, we are also providing external Q & As for information, but would ask that all enquiries are referred direct to our Corporate Communications team on 0118 985 5888.

Andrew has been part of discussions with AWE ML Board reviewing the future leadership and direction of the organisation and believes the time is right to make way for a new appointee to lead AWE through the next phase of change. He will however, maintain his connection with AWE, providing consultancy support on specific projects.

Under Andrew Jupp's stewardship AWE has achieved a number of important milestones including the successful negotiation of the current MoD contract pricing period, the creation of the ABL alliance to sustain and develop the existing expertise at Coulport, a stronger profile and reputation across the wider defence nuclear enterprise and significant growth in the highly regarded Skills Academy and Graduate Programme, championed by his personal passion for investing in scientific, engineering and technical talent.

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Andrew's passion and commitment to the organisation and its mission has been unwavering from his first appointment as a Health Physicist in 1985. Andrew embodied the behaviours that underpin AWE's values and ethics today, including those of safety and security of all employees and the local community.

I also know how much he valued the support the LLC has given AWE over the years and I want to assure you that we will continue to cultivate the relationship that Andrew helped foster.

Finally, I know that you will want join me in wishing him well and maintain the friendships he has established during his time with AWE.

Yours faithfully

**John McLachlan,
Chairman AWE ML**