

# Board Elections 2024

Candidate booklet and  
voting arrangements

# Have your say...

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Each year eligible Members of Central Co-op have the chance to vote in the Society's Board of Directors elections.

Your Directors are responsible for ensuring that the Society carries out its commitment to be a successful co-operative business and serve the interests of you, its Member owners, so this is your chance to help shape the Society that you own.

**Voting will take place from Tuesday 2<sup>nd</sup> April until noon on Monday 29<sup>th</sup> April**

## Your Society & Board of Directors

Central Co-op is a successful independent co-operative business employing more than 7,300 colleagues and operating more than 400 trading outlets across 21 counties. Our main business activities are food stores, petrol filling stations, funeral services, and investment property management.

Your Board is collectively responsible for the long-term success of the business and Directors are responsible for ensuring that the Society carries out its commitment to be a successful co-operative business. Your Board sets out the Society's strategic aims and the strategic direction of the business in conjunction with the Executive Team.

Being an effective member of the Board requires Directors who are able to:

- Demonstrate an ability to manage complex and important strategic, commercial and financial issues.
- Make considered and informed judgements in the best interests of the Society and its Members.
- Fulfil their duties, including legal responsibilities in line with corporate governance best practice.

## 2024 Vacancies and candidates

For the Society's 2024 Board Elections, election will take place in the following constituencies:

- Eastern Member - 3 candidates for 1 seat
- Western Member - 3 candidates for 1 seat
- Central Colleague - 2 candidates for 1 seat
- Western Colleague - 2 candidates for 1 seat

All seats are for a 3-year term of office, with the exception of the Western Colleague constituency which is for a 1-year term of office.

In the Central Member constituency, Valerie Watson was the only candidate who stood for the 1 seat so is appointed to the Board unopposed. The election statement for Valerie is included in the candidate section of this booklet.

All eligible Members can vote in all of the above elections and can vote for one candidate in each election.

For more information on voting procedure and eligibility, visit [www.members.coop/elections](http://www.members.coop/elections)

## Your Candidates

The candidates standing in the constituencies are as follows

Member Director candidates	
Eastern constituency:	Western constituency:
Maria LEE John CHILLCOTT John STABLES	Sue RUSHTON Richard BICKLE David ELLGOOD

Colleague Director candidates	
Central constituency:	Western constituency:
Becci BRITLAND Callum FROST	Amanda GALLIE Maria SMITHEMAN

To help you vote, each candidate has provided an election statement which includes a personal statement and a summary of their skills, knowledge and other relevant experience.

The order of candidates shown above and in the election statements in this booklet has been randomly selected.

## Eastern Member constituency



### John Chillcott

#### Personal Statement

My thanks and appreciation to those who voted for me in 2021. I have enjoyed the last 3 years on the Board, working collaboratively with fellow Directors and the Executive team on our Society's strategy and financial planning.

Co-operatives are dedicated to a fairer way of doing business and making a positive impact on people's lives. Central Co-op must deliver increased Member value: Great value and service for daily shopping; exceptional care and empathy when looking after loved ones and families brought into our funeral homes; but also the lightest environmental tread of our operations and the best we can do to support the wider community in the areas that we trade.

I have been a member of the Remuneration Committee this past three years and chair the past two. The Committee has worked to ensure that executive pay and incentive is hardwired to the strategic aims of your Society so that the vision of your Board can be driven and delivered in the coming years: to create a sustainable Society for all; improve pay and benefits for all colleagues; share profits with Members and our communities and invest in reducing our environmental impact.

Improving our Membership offer, value and reach will be at the heart of achieving our vision.

If re-elected, I shall continue to work with your Board to make Central Co-op a great place to work and shop: A Society we can be proud to be Members of.

Thank you.

#### Details of Academic & Professional Qualifications

I have a BA degree in Development Studies (economic, social and environment). I've undertaken industry and company training and development throughout my career. I successfully completed the Co-operative Group's main board assessment process and confirmed eligible.

#### Skills, Knowledge & Other relevant experience

I have long and broad experience in Executive and non-Executive roles across sectors: Co-operative; PLC; Private enterprise; Social Enterprise and Charity. During my career I've developed skills and knowledge in: complex transactions; mergers; organisational structure, culture and governance; commercial property; pensions; brand, marketing and public relations.

Positions over last 15 years:

Executive;

Interim CEO at Co-operative College, MD at Chillcott Consultancy, CEO at Anglia Co-operative Retail Society

Non Executive Director or Trustee;

Central Co-op, Social Enterprise East of England, Anglia Home Furnishings (Chair) Education East schools Academy Trust, Co-operatives UK, Co-operative College, Beales Department Stores, Commercialise

## Eastern Member constituency *(continued)*



### **Maria Lee**

#### **Personal Statement**

After taking a year out according to the rules of the Society I am asking you to support me in my re-election to the Board as I believe I have the skills, knowledge and experience to help shape the future of our Society.

As a Board member I wish to continue to represent our Members and colleagues' interests in these challenging but exciting times.

For over forty years I have been an active co-operator believing that if we ensure that our co-operative values and principles always underpin the way we do business, we will continue to have a strategy which leads us to be a successful and independent society.

As a previous President of the Society I have demonstrated that I am a hard working experienced director. Having served on the following committees:- Audit and Risk, Remuneration, Rules and Practices, Community Awards and a MCC. I have been a Pension Trustee and a director of the Funeral Bond Board regulated by FCA.

I have represented the Independent Societies on the Group's Members' Council.

I have continued to enhance my professional development by attending training on relevant courses and will continue to do so.

If elected I will work hard to continue to

- Ensure that we invest, support and value our colleagues.
- Encourage more active involvement of Members especially young people.
- Continue to support fair trade environmental and sustainable policies.
- Ensure we remain a successful independent Co-operative in these difficult trading conditions.

#### **Details of Academic & Professional Qualifications**

B.Phil (Honours)

Certificate in Education

National Professional Qualification in Leadership

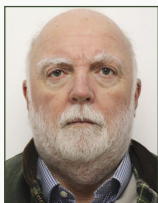
Cert. Youth Leadership

Co-operative Training Units completed: Understanding financial information, Core Business Strategies, Effective Governance, Diversity & Inclusion, Working Together Effectively, Developing an Engaged Membership

#### **Skills, Knowledge & Other relevant experience**

- Sound understanding of business plans and strategy in these challenging times
- High level of strategic, analytical and financial decision-making skills during my career in Education, as Board director and Pension Trustee.
- Confidence to challenge statistics and offer constructive critical comments
- Independent Society Member (Co-op Group Members' Council and Senate Member) so increasing my understanding of challenges facing co-operative businesses.
- Member of Membership and Community Council
- Experienced public speaker and good interpersonal and communication skills.
- Member of the Consumer Council.
- Charity Trustee.
- Personal qualities include leadership, good judgement, integrity and commitment.

## Eastern Member constituency *(continued)*



### John Stables

#### Personal Statement

I retired as Chief Financial Officer of Openfield (turnover £750m), the UK's largest farmer owned (4,000 members) grain marketing co-operative at the end of 2016 after 8 years in that role. I believe in co-operation, customer service and returning value to Members as a key differentiator to the profit focussed alternatives whose sole aim is to extract profit from customers.

I have held a number of Finance Director roles over the past 20 years, focussing on strategy, continuous improvement, change management, leadership, financial control, people and team building, all pre-requisites for a successful business. I am married with 3 adult children and 5 grandchildren and a golden retriever called Luna and have lived in Oakham for the past 14 years since relocating in 2008 to join Openfield.

I qualified as a Chartered Accountant with Price Waterhouse. I left to become a Partner in a South West Accountancy practice and subsequently joined a client as its Managing Director for 9 years before returning to my Finance roots.

We use our local Co-operative superstore and filling station on an almost daily basis and I would like to be more than just a Member/customer and I believe that I have the financial knowledge, commercial experience and above all, common sense, to help move our business ever forwards within the mutual ethos for the benefit of current and future Members - it's the reason why the Co-op is the business model it is.

#### Details of Academic & Professional Qualifications

BA Economics (Exeter University)

FCA - Fellow of The Institute of Chartered Accountants in England & Wales

#### Skills, Knowledge & Other relevant experience

At Openfield, in addition to specific finance, accounting, banking, reporting and management responsibilities, I also had overall responsibility for, treasury, strategic planning, HR, IT, commodity and currency hedging, insurances, pensions, legal matters, risk management, mergers, acquisitions, business disposals, capex, fleet finance, property, company secretarial corporate governance, Board management and key third party stakeholder relationships.

I am a Non-Executive Director at the Earl Shilton Building Society (since 2017) where I am Chair of the Audit Committee and a member of the Nominations Committee. I am also a Financial Adviser and mentor to the Leicester based Law firm, Lawson-West (since 2020).

## Western Member constituency



### Richard Bickle

#### Personal Statement

I discovered the Co-operative Movement in my teens and was inspired by the way it brought together my interests in Fairtrade and tackling climate change with running a business that meets the needs ordinary people. While at university I became active in the Ipswich & Norwich Co-op and moved to Birmingham in 2005.

I've been privileged to serve as Vice-President for the past year and am now seeking your support for a further term on the Board.

I am proud of the part I have played in putting Members at the heart of the society, recruiting Debbie Robinson as Chief Executive, and improving rates of pay for front-line colleagues. We have also made welcome progress in renewable energy and our Malawi Partnership, supporting farmers and their co-ops in one of the world's poorest countries.

Outside the boardroom, I have brokered a partnership with the Black Country Living Museum, who are recreating one of the society's former branches, and have secured practical support for the innovative community buyout of York Supplies, a traditional hardware and gardening shop in Birmingham that was at risk of closure. If re-elected, my priorities are:

- Ensuring ethical and co-operative trading remain our point of difference;
- Seeking to address the cost of living for Members and colleagues through offers and pay rates;
- Continuing to take action to tackle the shocking level of violence faced by retail staff at work;
- Offering Members more opportunities to have a say in the running of the society.

#### Details of Academic & Professional Qualifications

MSc Enterprise, Environment & Place, University of Birmingham (Merit)

Dissertation on Co-operative Development in the West Midlands 1976-2006

BA (Hons) Economic & Social History with Politics, University of East Anglia, Norwich (2:1)

Institute of Co-operative Directors Certificate

3 A levels

9 GCSEs (Grades A-C)

#### Skills, Knowledge & Other relevant experience

I've served on the boards of Central Co-op, the Co-operative Press and Co-operatives UK, am Secretary of Birmingham Friends of the Earth, and co-founder of Revolver Co-operative (a Fairtrade business) and York Supplies Community Co-op (a hardware and gardening shop). This gives me a broad knowledge of the Co-operative Movement and its history in theory and practice.

As part of Co-operatives West Midlands, we have developed the "Save Birmingham!" campaign, offering communities support to take over assets at risk of sale/closure following the City Council's financial problems.

I also do freelance work in member engagement, governance and co-operative/business development.

## Western Member constituency *(continued)*



### Sue Rushton

#### Personal Statement

Having represented you on the Board and its sub-committees for nine years, I stood down last year in accordance with the Society rules, and am now asking for your vote once again.

I believe in putting the interests of fellow CEC Members at the forefront of decisions and will do my best to justify your trust in me if I am re-elected.

I strongly believe in honesty, ethics and Co-operative Values and Principles as the backbone of the Co-operative movement. I am passionate about health, community and environmental issues, including trading fairly with producers, suppliers and customers.

I represented Regional and Member Relations' Committees and the Board at events between 2004 - 2023 (e.g. National Conferences, local "hands on" activities, and Charing Members' Meetings). In meetings, I ask questions, challenge assumptions, and offer suggestions where appropriate.

Profitability, so vital for our Society's future, must not be at the expense of Members, the environment, or our local communities. Whilst employees are at the heart of the Society, it is vital that independent lay members throughout the trading area are represented on the Board, bringing fresh perspectives and new ideas to complement those of Employee Directors, and challenge management and Senior Executives where necessary.

In my personal life I am a happily married mum who loves books and the natural world. I believe in inclusivity and equality and successfully completed a British Sign Language qualification in 2019 to facilitate communication with members of the Deaf community.

Thank you for your support.

#### Details of Academic & Professional Qualifications

- Level 2 BTEC Certificate in Co-operation and Mutuality (2006, via the Co-operative College)
- FCCA (Fellow of the Chartered Association of Certified Accountants)
- MBA (Master of Business Administration)
- BA (hons) Open, First Class Honours
- BSc (hons) Geosciences, First Class Honours
- British Sign Language Level 1

#### Skills, Knowledge & Other relevant experience

After 7 years as Counter Assistant then Shop Manager, and 7 as a full-time Mum, I resumed work, studied after hours, qualified as an Accounting Technician then Certified Accountant, before achieving an MBA, and finally a BA and BSc. Work experience includes senior accountancy roles in various commercial/industrial organisations and a Local Authority (including almost 5 years as the Society's Project Accountant, then Financial Accountant).

I thus believe I am well-suited and qualified to represent both employees and fellow Lay Members by using my skills and varied experience as an active member of an effective Board.



## Western Member constituency *(continued)*



### David Ellgood

#### Personal Statement

I am David Ellgood and I retired from the Society after 40 year's service in 2019. Prior to my retirement I was proud to serve on the Board as an employee director for 9 years. I was successful in re-election as a lay director in 2020 until stepping down in 2023 in compliance with Society rules on continual service without a break.

I am happily married for 37 years to Diane and we are proud of our two wonderful children now grown up and our wonderful granddaughter.

Throughout my time on the Board I have been fully committed to representing our colleagues, all other Members, customers and communities whilst serving on many committees including MCC and on the newly formed subsidiary board for funeral CEC FPL.

If elected I would work tirelessly to support our diverse Board, executive and Membership team to promote our societies growth and secure the future for our Members whilst continuing to endorse our ethical and co-operative values and principles.

I believe with my previous experience along with a genuine desire to give excellent customer service, care and support would be a vital and instrumental contribution to our Board and Society.

#### Details of Academic & Professional Qualifications

Completed all modules in Institute of Co-operative Directors certificate in Co-operation and Mutuality Intermediate Leadership on Management qualification.

B11AB award in Responsible Alcohol Retailing.

#### Skills, Knowledge & Other relevant experience

Director on the Board for 11 years. 40 years experience in Co-operative retailing including 25 years in Management roles. Continuing service as representative on Western MCC since it started and prior to that serving on the member Relations committee.

Society representative on committee for retailer charity Grocery Aid for 14 years.

I have a sound understanding of our societies trading priorities and the challenges we have to face in the future.

## Central Colleague constituency



### Becci Britland

#### Personal Statement

Hi, I'm Becci and I am seeking YOUR vote to be elected as employee director for Central Region in the forthcoming Board elections. I have worked for the Society for 17 years in various roles, in recent years as a store manager. I was honoured to be given the opportunity to manage the brand new store at Tuxford in Nottinghamshire. Showcasing the Society in store is very important to me and creating a community feeling in the local area.

For 6 years I have been a member of the Northern Region Member and Community Council and was briefly on the Yorkshire Cluster before that. During that time I have worked hard to promote the Society across our region. I have taken part in many different activities and am also a courier on the Members' Heritage Visits. In my MCC role I have worked closely alongside Tanya Noon the current employee director who has finished her term and I have learned so much from her about what is required.

I have a real passion for the co-operative business model and will always challenge if necessary and strive for what is best for our Society which we collectively own. I believe I bring a youthful wealth of knowledge to the Board and I am dependable and logical and will take my role very seriously and will undertake all training. I am very much a team player and will work with Board colleagues and promote our vision of a sustainable society for all.

#### Details of Academic & Professional Qualifications

- 8 GCSE's grades A\*-C.
- Foundation Degree in Event Management from Leeds University
- Honours Degree in International Business Management from Manchester University
- NVQ in retail leadership
- Advanced First Aider
- Level 2 Personal licence holder
- Advanced food safety Level 2

#### Skills, Knowledge & Other relevant experience

I have gained leadership and management skills along with extensive Society knowledge having been a Store Manager for 8 years and managing a variety of our stores from small to large convenience and fuel stations. I am highly organised, can communicate effectively and have great problem-solving skills. Being on the Northern MCC has enabled me to work closely with our communities striking up networks and connections. I've been able to make a difference where it is vitally needed and I'm proud of the work we do. I ask for your vote to extend this now to the Boardroom.

## Central Colleague constituency *(continued)*



### Callum Frost

#### Personal Statement

I believe I would be a great candidate for this role as I am dependable, honest and loyal having worked in Central Co-op for over 15 years. In that time I have been on a journey from customer services assistant to store manager and then onto project management at the support centre. This has provided me with a very good outlook on the business and I have an excellent understanding of how we operate.

I am extremely passionate about the Society, I am eager to learn more from a strategic perspective and believe I can make a difference to ensure we are creating a sustainable society for all. Throughout my time at Central Co-op I have partaken and arranged a variety of Membership and community events making sure that Members and customers are at the heart of everything we do. I was the project lead for the Pennies project, which enabled donations through our chip and pin devices in store.

This project brought many areas of the business together to work collaboratively and was a massive success, with almost £250,000 in donations since June 2023 going to Dementia UK and Shelter which will make a huge difference. Considering that my experience with Central Co-op started when I was 17 years old, this has given me the opportunity to have a different perspective on how we appeal to the younger generation Members and customers which I think sets me apart.

#### Details of Academic & Professional Qualifications

Nottingham Business School, Nottingham Trent University: October 2009 - June 2012 - BA (Honours) Business Management & Marketing

#### Skills, Knowledge & Other relevant experience

- I have 15 years retail experience working in various roles throughout Central Co-op.
- In my 8 years experience as a store manager I had to analyse financial information, review budgets, identify cost saving methods, create and implement action plans.
- As a project manager, I have to bring people together to work collaboratively so that we are all working towards the same common goal.
- I have a good understanding of how the Board operates having regularly attended Members' meetings and throughout my role in project management.

## Western Colleague constituency



### Amanda Gallie

#### Personal Statement

I have been involved in the Co-operative Movement since 2001, I have had the privilege of working for Central Co-op for the last 13 years as a Funeral Director and since 2016 as part of the Western MCC, where I have engaged with our communities and helped to deliver Healthy Eating Sessions and the importance of Fairtrade products to our communities.

I regularly attend the Members' meetings and positively promote the Co-operative Values and Principles which are the foundation of our business and have been since 1844. I take an active interest in our Society and feel that I would now like to help shape the future of Central Co-op by becoming a Member of the Board of Directors.

I am passionate that the Values and Ethical stance our Society takes to support its Members and communities is vitally important to the success of our business along with responsible Governance and Strategic decision making that will allow us to create a sustainable society for all.

#### Details of Academic & Professional Qualifications

Institute of Leadership and Management Level 5

Diploma in Funeral Directing

Examiner NAFD (National Association of Funeral Directors)

Assessor of Vocational Related Achievement Level 3

Retail NVQ Level 3

#### Skills, Knowledge & Other relevant experience

I have developed many skills whilst working as a Funeral Director for Central Co-op.

Listening, planning and being able to react to change whilst carrying out dynamic risk assessments is part of my daily role.

I enjoy coaching and mentoring and sharing my extensive knowledge of Funeral I am now able to assess and Examine other Funeral Professionals across the UK. My Role requires Leadership, Management and effective Communication.

## Western Colleague constituency *(continued)*



### Mariia Smitheman

#### Personal Statement

I'm Mariia and I'm seeking your vote in the election for an employee director - Western Region.

Born in the USSR, where co-operatives were a main form of business activity, I grew up in Russia where the co-operative business model vanished.

My journey with Central Co-op started in 2013 when I met my future husband Carl Smitheman, Manager at Dudley Supermarket who has worked in Central Co-op since 1996.

Since then, I began to know co-operators and followed Central Co-op on social media, it has a special place in my heart and I'm passionate to learn more about the co-operative movement.

I've adapted and changed my approach with living in a country with different environment, laws, policies and governance. My Co-op colleagues have been so supportive and welcoming so the adaptation period went smoothly and I treat them as my big Co-op family.

Working for Central Co-op gave me the opportunity to work with fantastic people with different backgrounds. Being a diverse colleague, they made me feel welcome showing all the benefits working for the Society with its co-operative ethics, values and principles.

I am a Team Leader currently supporting a Senior Operations Manager. We all own Central Co-op and I'd love to be a part of the journey of continuing success for our Society, for our colleagues, Members and communities.

I'd be honoured to have the opportunity to bring my experience, skills and knowledge to the Board so together we continue creating a sustainable Society for all.

#### Details of Academic & Professional Qualifications

Equivalent GCSEs A Grade, all subjects

2002-2004 Moscow University of Electronic Technology: IT Systems / Digital Skills

2006-2012 Humanities Institute of Television and Radio Broadcasting, Moscow

Diploma in Organisation Management / TV and Radio Producing 2014 – MINI MBA Project Management Programme

Food Safety Level 2, First Aid Certificate.

#### Skills, Knowledge & Other relevant experience

Foreign Language, (Russian, English) IT and Digital Skills, Day-to-day administration and communication, data analysis, legal compliance, policies and procedures, presentation, financial accounts.

Positive mindset, great experience, critical thinking, analytic skills and knowledge in different areas that will help to make right decisions for our Co-operative Society.

Project Management, Microsoft Office, Attention to detail, Leadership Skills, Emotional intelligence, People Skills, Interpersonal Skills, Team Work, Presentation Skills, Creative.

I have a passion to be involved in and supporting the community events using the organisational skills I have learned in my life.

## Central Member constituency



### Valerie Watson – *elected uncontested*

#### Personal Statement

I am hard working, energetic, quietly assertive, willing to learn and trustworthy. If elected, as a Director, I want to work to ensure that the Central Co-op is accountable to its members and continues to be financially successful, community focussed and ethical in its approach in all aspects of its business performance and relationships.

I have been a proud Membership and Community Council (MCC) member since 2021. Before that I cannot recall a time when I have not expressed enthusiasm for Co-operative Society, values and principles which align with my own. Since being an MCC member, I have made a solid contribution through my attendance and participation in Central Co-op events. These include working on events in many retail stores, attending MCC meetings, working with colleagues on ethical challenges with young people in school, supporting local craft events, to representing Central Co-op at conferences and sponsored events (such as Transition, Pride, Community festivals)

I enjoy teamworking, engaging with, and representing Members and promoting Membership benefits and have a keen interest in showcasing and contributing to the development of what Central Co-op has to offer throughout its region and global networks.

I believe that my qualifications, current and previous successful work experiences as a senior leader and manager within a large organisation with responsibility for strategic development, monetary management, evaluation, and scrutiny provides good evidence of my suitability for the role of Director. I look forward to fulfilling the tasks and responsibilities ahead to the best of my ability.

#### Details of Academic & Professional Qualifications

B. Comb Studs, PGCE, PGCert (Careers Ed), M. Ed; Dip Couns; Dip Supervision, MSc (Psychotherapy); Dip Reflective Practice in Organisations; PhD(2004); HEA Fellow of the Higher Education Academy (2007); Diploma-Systemic Leadership and Consulting, Certificate in Executive Coaching Practice, RSA Fellow. BACP Senior Accred Counsellor, UKCP Reg. Psychotherapy.

#### Skills, Knowledge & Other relevant experience

I have good interpersonal skills and am an experienced coach, counsellor, trainer, lecturer, and organisational consultant. I have experienced working in various food factories and retail outlets. I have been a voluntary catering manager and fund raiser at my local rugby club for 15+ years. I am a founding member of numerous community groups including a choir, a writing group. Chair and Co-Chair for a local and international group and have leadership responsibility for the strategic development and financial management of those groups. I have training experience in equalities issues and have participated in social justice campaigns.

# Canvassing Code Of Practice

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The primary aim of the Canvassing Code of Practice is to ensure that Society elections are conducted in a positive spirit in the interest of both candidates and Members alike.

1. The resources of the Society (i.e., including (but not limited to) intellectual property such as Society photographs, videos, brand images and logos, digital content and materials) must not be used for canvassing or in support of any candidate. For example, if a candidate produces leaflets to support their election they cannot print these using the Society's resources and cannot distribute or display them in the Society's stores.
2. Placing advertisements in the commercial media by candidates is prohibited.
3. Candidates should not ask managers in the Society's stores or elsewhere to promote their candidature among their colleagues or to their customers generally.
4. Society management must not solicit votes in favour of or against any candidates
5. Organisations that have received funding from the Society within the last 12 months are prohibited from publicly endorsing any candidates
6. Any breach of the Canvassing Code of Practice will be investigated by the Returning Officer and brought to the attention of the candidate(s) concerned.
7. Canvassing of votes on Society premises is only permitted where such activity is not disruptive to the Society's business, and candidates are asked to be considerate of the normal day-to-day running of the Society's trading operations.

In particular, candidates are prohibited from the taking and/or use of images (including photographs) of Society colleagues and/or customers in the Society's trading outlets and other Society premises in order to promote their candidature.

Where the Returning Officer deems it necessary to do so, serious matters will be immediately referred to the Society's Conduct Committee (a sub-committee of the Board). In considering such matters, the Conduct Committee may determine that a candidate, who is not a current Director, is disqualified from the election. In such circumstances, the Committee's decision shall be final. If a current Director is the subject of such a breach, they may only be disqualified on agreement by the Board in accordance with the Society's Rules.

The Returning Officer is responsible for keeping all records of complaints made during the election, for report back to the Conduct and Rules & Practices Committees at the conclusion of each election.

**By Order of the Board**

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