

# THE BOARD OF DIRECTORS

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## **JULIA ROBERTSON**

### **Non-Executive Chairman**

Julia is a vastly experienced global and multi-sector business leader whose experience spans managed services, staffing, support services and healthcare to both public and private sectors. With a demonstrable track record of creating long term sustainable value through leading strategic and cultural change and delivering both organic growth and value creation through complex M&A, Julia recently stepped down from her Executive role at Headfirst Global plc/Impellam Group following a PE backed public to private transaction. Julia is Non-Executive Chairman of Optima Health plc and a Non-Executive Director of Marlowe Group plc and Headfirst Global plc.

## **JONATHAN WHITE**

### **Chief Executive Officer**

Jonathan is a strategically focussed business leader with a strong background in marketing and commerce. Over the past 15 years, he has worked within the wine industry, gaining considerable knowledge and experience. Prior to joining Gusbourne in October 2018, Jonathan held senior Marketing positions with prominent wine distributor Armit Wines, and world-renowned wine & spirits merchant, Berry Bros. & Rudd. During his tenure at Gusbourne, Jonathan has been instrumental in the careful development and global expansion of the Gusbourne brand and establishment of a market-leading cellar door and direct to consumer sales channel. He assumed the role of Chief Executive Officer in January 2024.

## **KATHARINE BERRY**

### **Chief Financial Officer and Chief Operations Officer**

Katharine was previously the Finance Director at Atom Supplies Limited, a global drinks group, and prior to that was the Head of Property Finance at Eight Roads Services (UK) Limited. Katharine has also worked at Fidelity, Close Brothers and Mercer. Katharine is FCA qualified, having trained at RSM.

## **CHARLOTTE OSBORNE**

### **Non-Executive Director**

Charlotte is a New York and UK-qualified lawyer with extensive international experience, having worked in New York, Chicago, London, Hong Kong, and Belize. She specialises in capital markets and mergers and acquisitions, advising on a wide range of international equity and debt transactions. Her experience includes working with issuers, underwriters, and shareholders on public and private offerings, as well as representing companies in IPOs and other securities transactions on the London Stock Exchange, Nasdaq, and other major stock exchanges. She has extensive experience with corporate governance and regularly advises boards on compliance issues. She holds a Juris Doctor from Georgetown University and a BA in Engineering Economics from Vanderbilt University.

## **MIKE PAUL**

### **Non-Executive Director**

Mike has worked in the wine industry for over thirty years. Having received a postgraduate Diploma in Business Studies, he became the Managing Director of the premium wine agency Percy Fox, representing a number of luxury wine brands. In 1990 Mike became European Director responsible for the development of Southcorp's business in Europe. He led Southcorp to become a major player in the UK wine market with brands such as Penfolds and Lindemans. In 2002 Mike was appointed Managing Director of Western Wines (UK), a leading importer of South African, Chilean and Italian wines, and owner of the leading South African brand, Kumala. He is closely involved with Wine GB, the organisation that represents UK wine producers.

## **MARK HALLAS OBE**

### **Non-Executive Director**

Following a full 30-year Army career in intelligence and security, Mark took on the role of Chief Executive of the independent charity, Crimestoppers in 2013. He has recently revamped the charity's strategy focussing on providing wider support to all beneficiaries, across the UK, with an emphasis on financial sustainability. Mark works closely with Directors, Trustees and Volunteers to ensure Crimestoppers is as effective a service as possible. This includes fostering key relationships with Police and Crime Commissioners, Chief Constables, Home Office Ministers and Senior Civil Servants, as well as partners in the Commercial and Third Sector. He is also a Non-Executive Director of Carlisle Support Services and Shutdown Maintenance Services Limited providing input on a wide range of issues.

## **MELQUISEDEC FLORES**

### **Non-Executive Director**

Melquisedec is a Financial Consultant with 35 years of experience in a variety of financial and commercial roles. This includes over 8 years with a NASDAQ listed company based in Belize but with international interest and a period with PricewaterhouseCoopers, Belize. Mel is a member of The Institute of Chartered Accountants of Belize, The American Institute of Certified Public Accountants and Washington State Board of Accountancy.



# THE EXECUTIVE TEAM

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## **SIMON BRADBURY**

### **Chief Commercial Officer**

With over 30 years of experience in the wine industry Simon has a wealth of commercial knowledge acquired from several senior positions within the drinks trade. Notably as Sales & Marketing Director at Amathus Drinks and Managing Director (UK & Ireland) at Codorniu Raventós. Simon's early sales career includes senior positions at Enotria and Guy Anderson Wines as well as various roles across Scottish & Newcastle, where he managed portfolios of national and international accounts and was responsible for sales performance of wine category.

## **JON POLLARD**

### **Head of Vineyard Operations**

Jon has been the vineyard manager at the Gusbourne Estate since the first vines were planted in 2004. Jon holds an honours degree in general agriculture from the University of Aberdeen and is also a graduate in wine studies from Plumpton College. He worked closely with Andrew Weeber to establish the original vineyards which are widely regarded as some of the best in the country in terms of both grape quality and yield. Jon supervises the vineyard operations in both Kent and West Sussex and works closely with the Chief Winemaker to ensure the quality and consistency of the final product.

## **AJ (ALASTAIR) BENHAM**

### **Head of Wine Operations**

Alastair began his career in wine following a year abroad in Australia during a Politics degree. Following graduation, he moved to New Zealand to complete his tertiary qualification in Oenology in Hawke's Bay in 2015. Since then, he has completed internships in New Zealand and the USA taking particular focus on cool-climate and sparkling winemaking. He joined the Gusbourne team in early 2018. As Head of Wine Operations, he is focused on logistics, procurement and winery development.

## **JANET MARSHALL**

### **Head of HR**

Janet has been a Fellow of the Chartered Institute of Personnel and Development for 30 years. She began her career at Marks & Spencer Plc and has worked as both an HR Lead and HR consultant in public and private companies, and public sector organisations. Janet has experience across several industries, retail, steel, and paper manufacturing - all selling niche premium, quality products. She has been successful in leading teams to attain Investors in People status celebrating these achievements with regional business awards and through her quality, safety, and people development qualifications, she has implemented ISO systems for Safety, Quality and Environment reaching accreditation of standards.

## **MIKE PAUL**

### **Non-Executive Deputy Chairman (Invited Permanent Member)**

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## KEY WINEMAKING AND SALES PERSONNEL

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### MARY BRIDGES

#### Head Winemaker

Mary started her career in wine 10 years ago, initially in the food and wine sector. She has completed the WSET Level 4 Diploma and a BSc (Hons) in Viticulture and Oenology. Mary joined the Gusbourne Winemaking Team in 2018. She has worked 6 vintages, including in Southern France and California and is now Gusbourne's Head Winemaker. Her focus is on technical winemaking, laboratory management and Winemaking R&D.

### AJ (ALASTAIR) BENHAM

#### Head of Wine Operations

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### LAURA RHYS MS

#### Head of Wine Communication

Laura's early years in the wine industry were spent alongside the industry's finest, including World Sommelier Champion Gérard Basset MS, MW. In 2009 Laura won the prestigious "UK Sommelier of the Year" title and in 2010 achieved Master Sommelier status from the Court of Master Sommeliers. Laura's time as a Sommelier saw her visit many of the world's vineyards and head up wine teams for restaurants, including Gerard Basset's Hotel Terra Vina and Michelin-starred, award winning La Trompette.

Laura joined Gusbourne in 2015, as Global Ambassador, where her role encompasses ambassadorial and development duties both in UK and internationally. She also works closely with our winemaking and vineyard teams, contributing to key blending and trial decisions. Laura judges for Sommelier competitions as well as national and international wine competitions. She is an active member of the Court of Master Sommeliers Europe and a regular host of tastings, wine dinners and seminars.

### NEIL IRVINE

#### Head of UK Sales

Neil started his career in wine over 20 years ago as a wine buyer for one of the country's top restaurants, managing their importing and wholesale division. After establishing a wine retail shop, focussing on English wine, Neil held a sales position for Nyetimber, a well-known English sparkling wine producer. Neil joined Gusbourne in January 2017.

### DUNCAN BROWN

#### Head of International Sales and Global Travel Retail

With 28 years of experience in the wine trade, across both buying and selling roles, Duncan has worked in all key distribution channels for fine wine/luxury brands. Much of this experience has been managing international markets and travel retail operations. Duncan joined Gusbourne in June 2018.



MARY BRIDGES



LAURA RHYS MS