



## Board Experience

DIAGEO

GRANDMET

IDV

CHAIR, YSC

INDEPENDENT DIRECTOR AND  
COMMITTEE MEMBER, WNS  
HOLDINGS

BOARD MEMBER (AUDIT, RISK,  
NOMCOM AND CHAIR OF  
REMCOM), SAGA

TRUSTEE, CICILY SAUNDERS  
INTERNATIONAL BUPA

Gareth was with Grand Metropolitan and Diageo for 30 years [1984-2014] He was appointed Group Human Resources Director for Diageo in January 1999 and was a member of the Diageo Executive Committee through a period which saw the company grow significantly both organically and through ground breaking acquisitions resulting in an organisation of over 30,000 people operating in over 80 countries and selling in most countries of the world. He also had oversight responsibility for Corporate Relations during this period.

He stepped down from his HR role in June 2013 and supported the new CEO through his first year in that role.

Gareth joined GrandMet in 1984 in its Brewing Division and moved through a number of operational and group positions. From 1990 to the end of 1994 he lived in Connecticut holding a positions in Grandmet's North American Spirits and Wine division [IDV] including the top HR position before returning to the UK to become Group Organisation and Management Development Director for GrandMet plc. In 1996, he became HR Director for IDV's global business and in December 1997 took the same position in the combined Wines and Spirits business which resulted from the merger of Guinness and GrandMet to form Diageo.

Prior to joining GrandMet, he spent 10 years with Ford of Britain in a number of personnel/industrial relations positions at locations including Dagenham, Dunton and Halewood.

Post Diageo, Gareth has pursued a plural career.

He joined the leadership consultancy, YSC, as a non Executive Director in June 2013, subsequently Chairing the business until Livingbridge sold its interest to Graphite in October 2017.

In January 2014, he joined the Board of WNS holdings, a US listed global business focused on partnering with businesses to meet their changing business process needs efficiently and effectively through over 25,000 employees. Until the completion of his 9 year period in December 2023 he served as a Non Executive Director of the Board, a member of the Nomination Committee and Chair of the remuneration Committee.

In June 2014, he joined the Board of SAGA at its initial IPO offering and supported the transition to a full public listing. He served on all the Board Committees [Audit, Risk, Nomination] and Chaired the Remuneration Committee. He stepped down from the Saga Board in December 2021.

Gareth is a Board Trustee of Cicily Saunders International, a world leader in research and education for Palliative care. He is also a BUPA association member.

He was educated at Warwick University holding a degree in Economics.