

### Background re Carl Stokes employment with Salvus Consulting Limited

Carl Stokes was personally engaged by Salvus Consulting Limited to support the existing Salvus Team, specifically on the KCTMO Project, and was employed personally on a six month fixed contract basis, with a view to extending the same should the successful completion of the initial Contract lead to further work.

Following a meeting with Carl Stokes, an offer of employment was made by letter (copy provided) – this offer was accepted and he provided a P45 'New Employer form' to Salvus showing the leaving date from his last employer as being the 24<sup>th</sup> September 2009 – this also being the date he commenced work for Salvus Consulting Limited.

No contract with CS Stokes and Associates was ever discussed or agreed as Carl Stokes was employed personally and he worked as a member of the Salvus Team, not as a sub-contractor.

Several other members of the Salvus Team were involved in the KCTMO contract and Carl Stokes was not present or party to any of the minuted progress meetings with KCTMO (copies attached on separate upload) or meetings with the Fire & Rescue Service, during the term of the Salvus contract. Neither was Carl Stokes involved in the management aspects of the Fire Risk Assessments (i.e. a separate Risk Assessment was prepared in this respect and is attached as TMO FRA Management Report) or the KCTMO contract.

All members of the Salvus team receive considerable support from other members of the Risk Assessment Team, the MD and support staff. Salvus Consulting Limited operates a quality control process for both technical and administrative areas and sign off for each assessment following appropriate levels of revision, where required, is undertaken by the Managing Director.

This process took place for all Fire Risk Assessments completed for the KCTMO (please see revision number on Grenfell Tower fire risk assessment) and emails exchanged between Andrew Furness and Carl Stokes are attached.

Salvus Consulting Limited was invited to provide a Tender for the further Fire Risk Assessment contract with KCTMO going forward, however, following submission and Tender meeting Salvus Consulting Limited were advised their Tender had been unsuccessful.

It later came to light that the Tender going forward had been awarded to Carl Stokes, without the support system and guidance he had received throughout his work on the contract with Salvus Consulting Limited.

Salvus Consulting Limited was not engaged by KCTMO to undertake any further Fire Risk Assessments for them – the Fire Risk Assessment undertaken on the Grenfell Tower in 2009 was prior to the refurbishment of the building, when substantial works were undertaken changing the building, including the installation of the cladding, and would have been out of date following the refurbishment – our Fire Risk Assessment having been undertaken some 8 years prior to the fire.

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