

# Welcome.

August 2022

## Deb Oxley OBE DL joins Shawston Group Limited board as a Non-Exec Director

Our people & culture strategy is vitally important to us at Shawston and we're now ready to enter a new phase focussing on its progression. We are already planning how we can strengthen and deepen our employee ownership status, which will empower all colleagues to make more local decisions, faster.

To support our ambitious people & culture plans, we are delighted to announce the appointment of Deb Oxley OBE DL to the Shawston Group Limited board of directors, as a Non-Executive Director. Deb brings with her a wealth of knowledge and experience and will support and challenge the thinking of the Shawston

senior team. Deb will specialise in people & culture and general governance.

In leading the Employee Ownership Association for several years, Deb worked with many key and successful employee owned businesses, and it will be Deb's external perspective that will help to agitate, debate and challenge existing thinking in order to continue to build our safe and sustainable business model.

The Shawston family are delighted to be able to work with a long-term friend, supporter, and influencer of Shawston and we welcome Deb to the group with true Shawston soul.

### A Bit About Deb

As previous CEO of the Employee Ownership Association, Deb led the campaign with national and regional government, business groups and the media to increase the profile and impact of employee ownership in the UK economy.

An influential and passionate advocate, Deb represented the UK EO sector with business groups including the CBI, FSB and ICAEW, influencing their understanding and engagement with the campaign.

Deb initiated a new partnership to grow EO in the English regions, this was pivotal in shaping an EO focused industry leadership group in Scotland and was regularly a member of academic gatherings to assess the future opportunities for EO as part of a more inclusive, compassionate economy. Deb regularly advocated for EO at national and international events and in the mainstream media. As an experienced leader, Deb recruited a strong team and board to lead and deliver the EOA's strategy, resulting in a 150% increase in the size of the EO sector.

Since stepping down from the EOA after almost 10 years in 2022, Deb has founded Oxley Works, a specialist consultancy working with employee owned and purpose driven enterprises.

Awarded an OBE in 2019 and Deputy Lieutenant of the East Riding of Yorkshire, Deb's achievements in business and contribution to society has been an inspiration to us all.

