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Letter to
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Response to third party documents including those titled "V Spicer confidential 6.3.26"

Dear Mrs Wallrock,

I write in response to correspondence of 6 March 2026 entitled "V Spicer confidential 6.3.26", attributed to Nicky Lloyd which was delivered by email.

For the avoidance of clarity, this response is directed solely to you as my employer. As no Power of Attorney or other formal instrument of authority has been provided by you authorising any third party to act on your behalf, I do not recognise any obligation to correspond with, respond to, or otherwise engage with any third party in relation to matters concerning my employment. Accordingly, any statements or correspondence issued by such individuals are not acknowledged as having authority.

1. Employment Contract – Disciplinary and Grievance Procedures

At Clause 13.1 of my employment contract it is written that the disciplinary and grievance procedures applicable to my employment can be obtained from the employer.

These procedures have not been provided by you, despite the contents of the documents attributed to third-parties. The documents and actions taken are inconsistent with the contractual framework governing my employment including, but not limited to, UK Employment Law, UK Contract Law, GDPR.

2. Authority over contract

The correspondence dated 6 March 2026 refers to an investigation. However:-

- No Power of Attorney authorising any third party to act on your behalf has been provided by you.
- The document was delivered to my private email address on 6 March 2026 .
- The document is unliveried, sent via a non 'HR business' email address of—
nsln.....@gmail.com.

In the absence of established authority for any third party to make claims, traduce employees, make allegations, correspond, alter my contract of employment with you or otherwise make demands of me, including with me in relation to my employment, there is no basis for such contact.

Therefore, I reiterate that I do not recognise any obligation to address, respond to, or otherwise engage with any third party in relation to these matters.

3. Workplace Safety and Duty of Care

It has been reported to you, that business activities are carried out by third-party contractors from your private residence, my place of employment and private accommodation. It is expected that as the employer, you would have communicated your intention of correcting the breaches in order that employees have knowledge and confidence of being in a safe working and home environment.

In particular:

- An employee was subjected to an unprovoked physical assault, by a third-party contractor operating at the premises.

- The third-party contractor was served notice to remove all their unauthorised property placed on the residential property of my employment,
- A direct report of this incident was made,
- Despite this, the individual appears to have continued to operate at the residential premises that constitutes my place of work,
- The contractor has no contract with me in any capacity including in my employment contract and we are under no obligation to them whatever; my employment contract shows the contractor as a reportee.

Allowing the continued presence of an individual responsible for an assault creates an ongoing risk to employee safety and raises serious concerns regarding the employer's duty of care.

4. Undisclosed Commercial Activities on Residential Premises

It has also become apparent that a contractor has been conducting business activities from the employer's residential premises, which is also the site of my employment.

Employees were not informed of these activities.

Serious concerns arise, not least from the non-secure storage of equipment, including the unsecured placement of multiple—approximately thirty (30), electric chainsaws in areas of the premises where such business activities are conducted. These circumstances present a clear and significant Health and Safety risk.

5. Insurance and Liability Concerns

Given the apparent commercial activity taking place at a residential property, together with the presence of hazardous equipment and the occurrence of violent incidents, there are legitimate concerns regarding the validity and adequacy of residential insurance coverage.

Any absence or potential voidance of appropriate insurance arrangements exposes employees to significant risk in the event of accident or injury, including incidents assault or trespass such as occurred on 2 March 2026 by a third-party contractor.

6. Defamation Concerns

Correspondence, including the unsolicited letter of 6 March 2026, makes claims which appear to be defamatory allegations.

These statements reference events of 2/3 March 2026 against another employee and are made by a separate third-party.

7. Data Protection Concerns (GDPR)

Further concerns arise regarding potential breaches of data protection obligations, including but not limited to:

- The dissemination of private addresses or personal information to third parties without consent.
- The maintenance of inaccurate and/or false personal data.

- Third-party “HR consultant” breaches arising from unauthorised possession of my private information

These matters require clarification, rectification and documentary written evidence to be provided of the clarification and rectification.

8. Continuing Risk to Employees

Allowing the continued presence of the contractor responsible for the assault that saw an employee seek hospital treatment evidences the treatment of employee safety as of minor concern and creates potentially third-party contractor continued belief that further incidents are acceptable—the risk this places for employees is serious and requires urgent attention.

9. Proposed Resolution

In light of the matters set out above, the following remedies are sought:

1. Assurances of my safety and the safety of other employees at all times and during my seeking resolution of the matters arising from the third-party contractors actions.
2. Compensation in the sum of £120,000 in respect of breaches of contract and associated matters.
3. Continuation of my employment until suitable alternative employment has been secured.
4. Provision of a written reference acceptable to me for presentation to prospective employers.
5. Written confirmation that nothing will be said or done by anyone to interfere with my future employment or cause further reputational damage in any capacity whatever—my contract clause 14.3 demonstrates the level of assurances sought.
6. Written confirmation that the issues relating to the contractor operating their businesses from the premises will be addressed.
7. Confirmation in writing that appropriate insurance arrangements and safety measures have been put in place.
8. Written confirmation of all matters of remedy including a demonstration of how a third-party “contractor”—as confirmed by Nicky Lloyd within their 4 March 2026—has authority over your direct employees.
9. Confirmation that future employees and recruiters will be accurately informed of:
 - the manner in which any third-party “contractor”, has authority over them as your direct employees,
 - the insurance and safety arrangements applicable to the workplace.

10. Request for Response

I request that you provide a written response addressing the matters raised above and supply the written documentation requested, noting that only yourself as employer has authority to address me.

Until such documentation is provided, I will continue to recognise only my continuing employment with you.

I request that a written response be provided within a reasonable timeframe so that these matters may be addressed as requested and resolved appropriately.

Yours sincerely,

Vanessa

6 March 2026