

**BRUCE LEHRMANN**

Applicant

**NETWORK TEN PTY LTD and another (NSD 103/2023)**

Respondents

**NEWS LIFE MEDIA PTY LIMITED and another (NSD 104/2023)**

Respondents

**SECOND RESPONDENT'S TENDER BUNDLE OF DOCUMENTARY MATERIAL**

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Parliament of Australia  
Department of Parliamentary Services

- Expired
- Resigned
- Cancelled

**RECEIPT FOR RETURN OF PASS**

Receipt is hereby acknowledged of Pass No. 34644

(Type of Pass): ONE - MEMBER

Issued to: Mr. [Name]

Date: 26 / 3 / 2019

[Signature]  
Receiving Officer  
(Name and Pass Number)

2:17



Bruce

Hi Fiona I have left my pass at ministerial entrance with security

Bruce I asked you to return it to me. I'm disappointed you've failed to follow a direct request.

10:27pm

Hi Bruce I need to have a chat to you ASAP, have left you a message as well a few hours ago, can you please call me? Thanks Fiona

Hi Fiona, please email me at [REDACTED]

Hi Bruce, can you please attend a meeting with me tomorrow as we need to discuss your employment status as you left without seeing me as we agreed at our meeting on Tuesday 26 March. I prefer you to come in at 10am but if



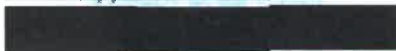
2:17



Bruce

Hi Bruce I need to have a chat to you ASAP, have left you a message as well a few hours ago, can you please call me?  
Thanks Fiona

Hi Fiona, please email me at



Hi Bruce, can you please attend a meeting with me tomorrow as we need to discuss your employment status as you left without seeing me as we agreed at our meeting on Tuesday 26 March. I prefer you to come in at 10am but if another time tomorrow suits please let me know. However it does need to occur tomorrow.

24 Apr 2018 10:34

Hi Bruce can you please confirm your attendance this morning at 10am? Can you call me on your arrival so I can sign you up? The meeting will take



2:18



Bruce

Hi Bruce can you please confirm your attendance this morning at 10am? Can you call me on your arrival so I can sign you in? The meeting will take place in suite M1 52, thanks Fiona

Hi Fiona, unfortunately I'm not in Canberra as I'm dealing with a sensitive family issue. I am also not in the best head space right now. I'd appreciate if this can please be dealt with via exchange of text and/or email

Hi Bruce as requested I have communicated further with you via your email address, Rgds Fiona

Hi Fiona, I have responded to you and the Minister. I want to take this opportunity to thank



2:18



Bruce

communicated further with you via your email address, Rgds Fiona

Hi Fiona, I have responded to you and the Minister. I want to take this opportunity to thank you for giving me the chance to respond and wish you all the best for a tough few weeks ahead. I do hope you become the CoS to the Minister for Defence! Kind Regards, Bruce

Hi Bruce a response has been sent via email, rgds Fiona

Hi Fiona, did you have a moment now if I called?

Hi Bruce yes no problem I'll call you in a few minutes

Delivered

Thankyou





**SENATOR THE HON LINDA REYNOLDS CSC  
MINISTER FOR DEFENCE INDUSTRY  
MINISTER FOR EMERGENCY MANAGEMENT AND NORTH QUEENSLAND RECOVERY  
SENATOR FOR WESTERN AUSTRALIA**

4 April 2019

Mr Bruce Lehrmann

via 

Dear Bruce

I am writing to inform you that I am considering terminating your employment on the basis of serious misconduct.

It has been brought to my attention that you recently entered Parliament House and my ministerial suite outside of business hours for non-work purposes and were dishonest about the reasons for entering my office. I am advised that when you sought entry to parliament house after hours, you did so by reporting to security that you were required to attend my office for important official business. You have subsequently advised my Chief of Staff, Ms Fiona Brown, that this was not the case and that you entered for non-work related reasons. I understand that Ms Brown asked to speak to you before you left the office on 26 March 2019 to discuss this incident in more detail, which you failed to do.

As a senior staff member in my office your conduct in these circumstances indicates a very serious lack of judgement which I consider to amount to serious misconduct. Ms Brown has discussed the importance of adhering strictly to security procedures on previous occasions, most recently when there was a security breach relating to your failure to properly handle classified documents.

I have sought advice from the Government Staffing Committee and the Special Minister of State regarding how your obligations under the Statement of Standards for Ministerial Staff would apply to this incident and your subsequent behaviour. I am advised that your actions constituted a serious breach of security and workplace health and safety and would appear to constitute serious misconduct under the Statement of Standards for Ministerial Staff. Accordingly I feel I have no alternative other than to consider terminating your employment.

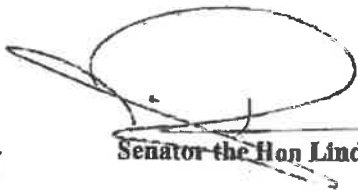
I am advised that Ms Brown has attempted to contact you on 3 and 4 April to arrange a time to discuss this matter further however you have advised that you are unavailable and would prefer to communicate via email.

I remind you that while you are in a deferral period, you remain on duty and I expect you to be available to continue to attend to these and other matters. If you are not on duty, you are required to be on approved leave.

Before I make my final decision on your employment status, I request that you respond to the issues I have raised before 4pm (AEST) on Friday 5 April 2019. As I understand you are currently not in Canberra I recommend that you make contact with Fiona to arrange a time to speak over the phone or meet in person during business hours. I will consider any response you have before making my final decision. Given you are on duty, I expect you to give this matter your full attention.

If you fail to contact Fiona to discuss this matter during business hours or respond to this notice in writing, it will be considered a non-response and I will make my decision based on my understanding of the events as set out in this letter.

Yours sincerely



Senator the Hon Linda Reynolds



**From:** [Bruce Lehmann](#)  
**To:** [Brown, Fiona \(Sen L. Reynolds\)](#)  
**Subject:** RE: Letter  
**Date:** Friday, 5 April 2019 9:28:07 AM

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Dear Minister Reynolds and Fiona,

Thankyou for the opportunity to reply to letter sent to me dated 4 April 2019, I really appreciate it.

I respond feeling embarrassed, ashamed and deeply remorseful.

I offer no excuses and accept that entering the office after hours is a breach no matter what the reason. I do however, refute the claim that I informed security it was for official purposes. This insinuates that I was acting under authority from you and this was in no way the case and I certainly did not make that inference. This action was the result of a serious lack of judgement on my part and I apologise and regret it happening.

On this matter I also want to take the opportunity to apologise to you and Fiona directly for the position I have put you both in because of it. On the day it was raised with me I do recall apologising to Fiona because of the position she was in and I stand by that. Minister, at no time was I acting with malice, ill-will or an intent to cause indirect or direct damage to you, your office or your staff.

In relation to the mishandling of a classified document. I would take this opportunity to offer my version of events. At all times the document in question had been secured in the proper way. I was simply seeking to get rid of the document and sending it back to its home agency as it was not relevant to any future work and I took the view that it was best to return it, which is the proper thing to do with such a highly classified document.

I accept that I should have waited for the Home Affairs DLO to return rather than simply leaving it on her desk, however I understood her to be away for only a very short period of time. In the past, the return of ASIO bulletins etc. Have been through the Home Affairs DLO as it was explained to me by the Department at the time, I am of the view that I was following the same procedure and that was certainly my intent. The document was securely returned through the DLO in Minister Dutton's Office. I regret that on face value it may have appeared to be a mishandling, however my intention at all times was to securely and quickly get the document back to its home agency.

I do offer a further apology to Fiona for not returning on my final day. This was a particularly difficult day for me where I simply spiralled down a dark path and to see my some 5 years plus come to an end so quickly was very shocking for me. I have not known anything other than staffing and supporting various iterations of the Coalition Government through my work and through elections.

This past week has been very difficult and I have not been in the right mind to even think about matters on Capital Hill. That is why I retreated to Queensland to see my mother who has been sick for a number of months now. I grew up in a very small and close family unit, my mum raised myself and sister alone after the passing of my father when I was 2 years old, she relied on

nothing but welfare and giving up her dreams and aspirations to see her two children succeed. I do feel I have failed. Seeing her ill this past little while and the things that inevitably run through your mind has had a profound impact on my mental ability, decision making and what is deeply unfortunate in my mind it has spilled over into the work I did for you.

This is in no way an excuse but taking a step back this past week, I feel it has given me an insight to my actions and decision making, which is totally out of character for me, especially when I reflect on my previous years staffing in the building. The start to this year has been particularly difficult in a personal sense for me and I have always tried to bottle it up to ensure I keep personal very separate to work and I regret that the situation has got the better of me and led me down the path of seriously poor decision making with respect to my work. While spending time with my family I have also been seeking help and trying to recoup and pick up the pieces.

You have been the sixth boss I have worked for in my time in Parliament and I maintain you have been the best. Not only are you the first Minister I have worked for that actually takes a deep and abiding interest in the portfolio's you hold but you genuinely care how you can make the nation a better place to live, its not just words. I only regret not picking your brains more and seeking your mentorship on how to be a staffer, as I know like me you also began at a very young age. It is nothing but an honour to work for any Senator, MP or Minister but working for you has been a particular highlight of mine.

You have an incredible team of staff assembled lead by an experienced and steady pair of hands in Fiona, I hope to see them all becoming the Office of the Minister for Defence post this coming election. I know you are really in your element now with this portfolio and it scares me the thought of having the ALP or anyone else for that matter other than you in charge of the Defence portfolio.

Again, I am genuinely sorry for my actions which are completely out of character for me and the result of clouded and poor decision making. I am sorry to you and Fiona for the position I have forced you in to. I have let you down considerably and for that and I feel terrible. I will accept the outcome of your considerations.

I wish you good luck for the gruelling campaign ahead and all the best of luck for what I know will be a very long, successful and meaningful career in the Ministry ahead, in particular the Office of the Minister for Defence!

Yours Sincerely,  
Bruce

Sent from [Mail](#) for Windows 10

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**From:** Brown, Fiona (Sen L. Reynolds)  
**Sent:** Thursday, April 4, 2019 7:50:57 PM  
**To:** [REDACTED]  
**Subject:** Letter

Dear Bruce

Please find attached a letter from the Minister.

Kind regards  
Fiona

**Fiona Brown | Chief of Staff**

Office of Senator the Hon Linda Reynolds CSC

Minister for Defence Industry

Minister for Emergency Management and North Queensland Recovery



**SENATOR THE HON LINDA REYNOLDS CSC  
MINISTER FOR DEFENCE INDUSTRY  
MINISTER FOR EMERGENCY MANAGEMENT AND NORTH QUEENSLAND RECOVERY  
SENATOR FOR WESTERN AUSTRALIA**

5 April 2019

Mr Bruce Lehrmann



Dear Bruce

Thank you for your letter.

My concern is that you have only partially addressed the matters raised in my letter and given the circumstances I do not consider it appropriate to address these issues over unsecured email.

Given the seriousness of these matters, I direct that you arrange a time before 4pm (ADST) today to speak with Fiona Brown.

Yours sincerely

  
Senator the Hon Linda Reynolds



**SENATOR THE HON LINDA REYNOLDS CSC  
MINISTER FOR DEFENCE INDUSTRY  
MINISTER FOR EMERGENCY MANAGEMENT AND NORTH QUEENSLAND RECOVERY  
SENATOR FOR WESTERN AUSTRALIA**

5 April 2019

Mr Bruce Lehrmann



Dear Bruce

I have considered your actions and responses including the additional responses provided today by telephone.

However I do remain of the view that your actions contributed to serious breaches of the Ministerial Statement of Standards which constitutes serious misconduct.

This letter is formal notification that your employment will be terminated effective today.

The Department of Finance will be advised of my of this today.

Please contact the Advice and Support Director for WA, Mr Dan Collet ( [redacted] ) to finalise arrangements.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Linda Reynolds', written over a horizontal line.

**Senator the Hon Linda Reynolds**



**MOP(S) ACT EMPLOYEES**

**TERMINATION OF EMPLOYMENT**

Options for returning your completed form Scan and Email to: or Post to:	Enquiries: Ministerial and Parliamentary Services

**EMPLOYER DETAILS**

▶ Employer name: Senator the Hon Linda Reynolds

▶ Employer state: WA

**EMPLOYEE DETAILS**

▶ Full name: Bruce Lehrmann

▶ Is the Employee continuing their MOP(S) Act employment, without a break in service, in the office of another Senator or Member?  
No  Yes  ▶ Name of new employing Senator or Member

▶ Is the Employee returning to Public Sector employment?  
No  ▶ Go to RESIGNATION  
Yes  ▶ Name of organisation

▶ Employee's forwarding address

▶ Personal email address

▶ Mobile phone number

**RESIGNATION**

▶ Did the Employee resign?  
No  ▶ Go to TERMINATION OF EMPLOYMENT  
Yes  ▶ Date of the last working day   
(Please attach a copy of the resignation letter to this form)  
▶ Go to SIGNATURE OF THE EMPLOYING SENATOR OR MEMBER OR AUTHORISED PERSON

**TERMINATION OF EMPLOYMENT**

▶ On what date did the Employee's employment terminate? 5.4.2019

▶ On what date was the Employee first given written notice that his/her employment would terminate?  
Please attach a copy of the written notice to this form. 5.4.2019

▶ Was the Employee on probation? No  Yes

▶ Was the termination of the employment initiated by the employer?  
No  ▶ Please tick the 'another reason' box on page 2 and describe the circumstances of the termination.  
Yes  ▶ Please tick the appropriate reason on page 2.

➤ The termination of the Employee's employment was due to: (Tick *one* of the following)

- a restructure within the Senator's or Member's office which resulted in the loss of the Employee's position.
- the Senator or Member varying the duties of employees within their office, which resulted in the loss of the Employee's position.
- the Senator or Member no longer requiring the particular skills and/or knowledge of the Employee.
- the Senator or Member having concerns about the performance and/or conduct of the Employee.
- the Senator or Member having lost trust or confidence in the Employee.
- the Employee having a conflict of interest.
- another reason (please specify the other reason):

serious misconduct

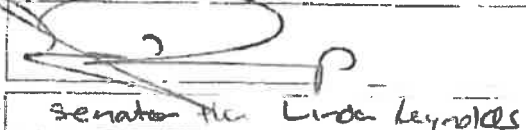
➤ Please ensure that outstanding leave forms and/or variations have been submitted or are attached.

SIGNATURE

➤ By signing this form, I acknowledge that:

- I understand that knowingly giving false or misleading information is a serious offence under the Criminal Code Act 1995.
- I have read and understood the Privacy Collection Notice (see below).

Signature of Employer  
or Authorised Person



Date


5/4/19

Name (if authorised person)

Senator the Hon Linda Reynolds

**Privileged and Confidential. For the purposes of obtaining legal advice – Josh Fett, Jamie Fellows and Bruce Lehrmann 15/02/2021**

On the afternoon of 15<sup>th</sup> of February 2021 the following conversation took place in Susan Jones Office with Bruce Lehrmann at the request of Josh Fett in the company of Jamie Fellows.

- Josh read Bruce a the script below 

We have been contacted by a journalist and made aware of allegations against you in relation to a security breach and alleged rape of a Parliamentary staffer in April 2019. We are going to respond with the following comment: ***Bruce joined BATA in July 2020. Given the nature of the allegations it is not appropriate to comment.***

Given the serious nature of the allegations we need to assess whether the allegations impact your ability to perform your role and whether there is any impact to the business.

We will look further into the potential impact of these allegations, and while we are doing this we will be suspending you on full pay.

We may need to reach out to you for further information during the suspension, so we ask that you make yourself available during the suspension as needed. Josh will be your point of contact during the suspension period.

Please keep this confidential, if you need support during this period you are entitled to access our Employee Assistance Programme on 1300 687 327 which offer free counselling services.
- Bruce indicated that he was shocked that these allegations have been made against him.
- Bruce said that he had read the story in media that morning but did not have any thought that he could have been the person involved. He had no recollection of the story as outlined in the media.
- Bruce said that it was wrong that he was hearing these allegations from me for the first time rather than anyone else.
- Bruce said that he felt that the allegations were defamatory.
- When I said that BATA is assessing whether the allegations impact his ability to perform his role Bruce responded that he knows he wont be able to. Bruce said that he is not silly and knows how these things go.
- Bruce said that he wont get through this. When Jamie asked Bruce to clarify what he meant by that Bruce said “mentally I wont be able to get through this”
- On several occasions in the meeting Jamie and I reiterated that Bruce needs to contact BATA’s EAP provider and engage a lawyer.
- Bruce said that he didn’t know what to do. Jamie and I reiterated that he needs to engage a lawyer and contact EAP.
- Jamie and I both advised Bruce that he needs to engage a lawyer in the way he would any other service.
- Jamie asked Bruce whether he could talk to his family. Bruce said that he comes from a very small family.
- I checked that the rest of the floor was clear before inviting Bruce to collect his things and then escorted him to the exit.
- At the exit Bruce said again that he wasn’t going to get through this. I put my hand on his shoulder and said please contact the EAP service on the number which I provided to him in the meeting and please also contact a lawyer.



**Privileged and Confidential. For the purposes of obtaining legal advice – Josh Fett, Jamie Fellows and Bruce Lehrmann 15/02/2021**

- Bruce said now I have to go and tell Greta (his girlfriend who I met briefly on Friday February 12 at the Tilbury Hotel)
- I sent an email to Bruce shortly after he departed, requesting that he please contact EAP and included the phone number

**Privileged and Confidential. For the purposes of obtaining legal advice – Josh Fett and Bruce Lehrmann 17/02/2021**

The below is a file note of a conversation between Josh Fett and Bruce Lehrmann on the morning of February 17<sup>th</sup>.

- I called Bruce at 9:48 am
- When I asked Bruce how he was going, he said that he wasn't going very well
- Bruce said that he was in Royal North Shore Hospital
- Bruce said that he hadn't had contact from any media or police
- I asked whether he had gone to the hospital himself. Bruce said that he couldn't deal with things yesterday and was having some bad thoughts so he went to the hospital
- Bruce said that they have kept him in there, he has been seen by a few people and expects a Psychiatrist to come and see him in about 30 minutes. He said he didn't know how long he was going to be in there and that the hospital were looking for a longer term bed for him.
- Bruce said that his mum was coming down (from Queensland I believe). I asked whether he had spoken to her about things and he said that he had.
- I asked whether he is still in contact with his lawyer. Bruce said that his lawyer has been very good but has said that he cant do anything at the moment because no complaint has been made.
- Bruce reiterated that the first he found out about the situation was from me.
- Bruce then said that he hadn't asked what I was calling about and if I had any update. I said that I had called to update him but given what he had just shared with me I wasn't entirely sure how we would need to proceed.
- I then referred to the pre-prepared script [REDACTED], framing it as what I had intended to talk about but saying that given his current situation I didn't think we would be able to organise a meeting the following day.
  - \* Bruce, the organisation has completed its internal consideration of the matters which we discussed on Monday.
  - \* We would like to discuss these matters with you, including their impact on your employment with BAT.
  - \* We would like to meet with you at [insert place time]. Attending the meeting will be [insert persons].
  - \* I appreciate that this is a stressful time for you and you may wish to bring a support person to the meeting. If you do, it is important that you tell us in advance who this person is, so that BATAL may decide whether or not it is appropriate for this person to attend the meeting. The meeting will deal with highly confidential matters and it is important that this person agrees to maintain confidentiality and also does not interfere with the meeting.
- Bruce asked whether that means BATA has concluded its review. I said that it had. Bruce asked what the outcome was. I said that it isn't really something I can just talk to him about on the phone and my intention had been to run him through our thinking tomorrow but given his current situation I would have to find out how we proceed.
- Bruce asked whether he should put me in contact with his lawyer. I said that if he wanted his lawyer as a support person for the conversation that would be fine but that it wasn't intended to be a legal conversation, his lawyer would be there in a support person capacity, not as a legal representative.
- I said that I would need to go and talk to other people and that I would be in touch.

**Privileged and Confidential. For the purposes of obtaining legal advice – Josh Fett and Bruce Lehrmann 17/02/2021**

- I followed up with a text message to Bruce at 11:52am on February 17<sup>th</sup> saying that I was sorry to hear he was not doing well and that I would check in again tomorrow. Also asking Bruce to focus on getting better.

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**From:** Bruce Lehrmann <b.lehrmann@hotmail.com>  
**Sent:** Friday, 18 June 2021 3:07 PM  
**To:** Josh Fett  
**Subject:** RE: PRIVATE & CONFIDENTIAL RE: Copy of letter posted today  
**Attachments:** Bruce Lehrmann statement to BATA 18 June 2021.pdf

\* This is an EXTERNAL email \* originated from outside BAT. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Josh,

Thanks for meeting with me this afternoon and particularly for hearing me out. I have attached what I read to you for your records.

I will be in touch on those minor things to arrange postage etc. Probably on Monday if that's ok, as you can imagine I want to just take the afternoon to absorb what we discussed.

Best,  
Bruce

Sent from [Mail](#) for Windows 10

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**From:** [Josh Fett](#)  
**Sent:** Friday, 18 June 2021 10:01 AM  
**To:** [Bruce Lehrmann](#)  
**Subject:** Re: PRIVATE & CONFIDENTIAL RE: Copy of letter posted today

Morning Bruce,

Of course. No problem at all.

Talk later today

Josh

On 18 Jun 2021, at 9:29 am, Bruce Lehrmann <b.lehrmann@hotmail.com> wrote:

\* This is an EXTERNAL email \* originated from outside BAT. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Josh,

Apologies for the short notice, but I was wondering if I could include a support person to sit in on the meeting for me, Mr Lyndon Biernoff. He is a close family friend here in QLD and has been an integral support for me.

He has recently returned from a work trip and would have been the only person I would have wanted to include. He will sit in on my link at 2pm if that is ok with you?

He is aware of his obligation to keep discussions confidential and beyond introducing himself to not also interfere in the meeting.

Let me know if you need any other details, happy to ask Lyndon and provide.

Best,  
Bruce

Sent from [Mail](#) for Windows 10

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**From:** [Josh Fett](#)  
**Sent:** Wednesday, 16 June 2021 2:36 PM  
**To:** [Bruce Lehrmann](#)  
**Subject:** RE: PRIVATE & CONFIDENTIAL RE: Copy of letter posted today

Thanks Bruce,

Unfortunately tomorrow doesn't work for me as I'm travelling but if you want to make it earlier we could do 9am on Friday?

Regards

Josh

---

**From:** Bruce Lehrmann <b.lehrmann@hotmail.com>  
**Sent:** Tuesday, 15 June 2021 3:16 PM  
**To:** Josh Fett <Josh\_Fett@bat.com>  
**Subject:** RE: PRIVATE & CONFIDENTIAL RE: Copy of letter posted today

**\* This is an EXTERNAL email \* originated from outside BAT. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Hey Josh,

Thanks for the email and the opportunity to meet and discuss, as well as the flexibility you have afforded me for this meeting to take place, I really appreciate it.

I accept the proposed time of this Friday the 18<sup>th</sup> June at 2:00pm in principle via Teams if possible as I am currently in QLD. I was wondering however if you did have any time on Thursday for this meeting? I know it is a busy time and can be hard to line up schedules, so Friday will still work on Teams, not a worry.

At this stage I won't be accompanied by a support person, but thank you for offering this. If this does change I will let you know ASAP.

Best,  
Bruce

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**From:** [Josh Fett](#)  
**Sent:** Friday, 11 June 2021 12:56 PM  
**To:** [Bruce Lehrmann](#)  
**Subject:** RE: PRIVATE & CONFIDENTIAL RE: Copy of letter posted today

Afternoon Bruce,

Thanks for the information regarding your medical condition. I confirm that your GP and psychologist indicate that you are now fit for a gradual return to work, in an alternative work environment.

As you are aware, on 15 February 2021 we met to discuss the impact of certain allegations made against you on your ability to perform your role for BAT Australia as Engagement Manager - Legal and External Affairs. A critical inherent requirement of this role is that, together with the Head of Corporate & Government Affairs, you actively seek to engage the Government on our behalf. At this time your employment was suspended on full pay to give BAT Australia an opportunity to review the matter further and consider its position. Before we were able to reconvene with you and close out on this issue, you became unfit for work. We do now need to revisit this issue and come to some conclusion.

We are proposing to arrange a meeting with you to discuss the issue on Friday 18 June at 2.00pm at a venue to be agreed. Alternatively, if you are still in Queensland, we could have this meeting by way of Teams. Attending the meeting will be Irina Aristova or Jamie Fellows and me on behalf of BATA. Of course, you may bring a support person to the meeting provided that you notify us as to the identity of this person in advance (so that we may check that it is appropriate for this person to attend). Your support person must agree to keep our discussions confidential and not interfere with the conduct of the meeting.

Given that you have been unwell, please tell us what other accommodation we may need to make to ensure that you are able to participate safely in this proposed meeting. You may wish to check with your medical practitioner.

In relation to your query regarding personal leave, we have treated the period from 17 February 2021 to 4 June as a period of extended personal leave. This is because we delayed the above discussion because you were unfit for work.

We would appreciate it if you could get back to us about the above by close of business on Tuesday 15 June.

Regards

Josh

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**From:** Bruce Lehrmann <[b.lehrmann@hotmail.com](mailto:b.lehrmann@hotmail.com)>  
**Sent:** Tuesday, 8 June 2021 10:59 AM  
**To:** Josh Fett <[Josh\\_Fett@bat.com](mailto:Josh_Fett@bat.com)>  
**Subject:** Re: PRIVATE & CONFIDENTIAL RE: Copy of letter posted today

**\* This is an EXTERNAL email \* originated from outside BAT. Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Just resent it then mate,

I did flick it through last Friday morning around 10am it should have got to you.

Let me know if you have any issues with the attachments though.

Best,  
Bruce

Sent from my iPhone

On 8 Jun 2021, at 10:58 am, Bruce Lehrmann <[b.lehrmann@hotmail.com](mailto:b.lehrmann@hotmail.com)> wrote:

Hey Josh,

Apologies, it may have got stuck deep in ur emails. I did respond last Friday morning around 10am, see below.

Let me know if attachments don't make it through.

Best,  
Bruce

Sent from my iPhone

Begin forwarded message:

**From:** Bruce Lehrmann <[b.lehrmann@hotmail.com](mailto:b.lehrmann@hotmail.com)>  
**Date:** 4 June 2021 at 10:06:00 am AEST  
**To:** Josh Fett <[Josh\\_Fett@bat.com](mailto:Josh_Fett@bat.com)>  
**Subject:** PRIVATE & CONFIDENTIAL RE: Copy of letter posted today

Hi Josh,

Touching base in response to the letter you sent me on the 25<sup>th</sup> May.

Please see attached letters from my treating GP, Dr Ash Saleh and Psychologist, Mr James Brown with respect to my medical treatment over the past few months.

At this point we have not included letters from treating Doctors when I was at Royal North Shore Hospital as James makes mention of this in his letter, however if BATA does need a more historical letter this would require more time and are held quiet sensitively and confidentially as you would appreciate.

I did want to query one element of the letter that it discusses me being on personal leave. It was my understanding that BATA suspended me with full pay on the 15<sup>th</sup> February during the meeting we had with Jamie from HR in Susan's office as well as through a formal email sent to me later that afternoon.

I hope these letters are what you were after, happy to be as open and transparent with medical history and treatment as I possibly can be.

Happy to chat anytime as well, hope the team is well.

Best Regards,  
Bruce

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**From:** [Josh Fett](mailto:Josh_Fett@bat.com)  
**Sent:** Tuesday, 25 May 2021 5:01 PM

To: [b.lehrmann@hotmail.com](mailto:b.lehrmann@hotmail.com)

Subject: Copy of letter posted today

Hi Bruce,

I've tried getting hold of you via mobile a couple of times in the past week with no luck so have posted the attached letter and role profile to you today.

Hope to hear from you.

Regards

**Josh Fett**

**Head of Corporate and Government Affairs**

m: +61 (0) 410276967

a: 166 William St, Woolloomooloo, NSW 2011, Australia

[www.bat.com](http://www.bat.com)

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<image001.png>

<James Neil Medical Centre GP letter re Bruce Lehrmann.pdf>

<Medical Report from Mr James Brown re Bruce Lehrmann.pdf>

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**British American Tobacco Aus. (BATA) & Bruce Lehmann Meeting**

**18 June 2021, 2pm via Teams**

Thank you for arranging this meeting today and the flexibility afforded to having this meeting via videoconference.

From Josh's email on the 11<sup>th</sup> of June, I understand you wish to discuss and to bring to a conclusion the allegation made against me by Rosie Lewis, a journalist at The Australian on the 15<sup>th</sup> of February 2021 and the impact the allegation may have adversely reflected on my ability to actively engage the Government on behalf of BATA.

These allegations were first brought to my attention by Josh and Jamie in a meeting conducted around 2pm on the 15<sup>th</sup> of February and confirmed via email to my work email address soon after.

This is also the first time I had heard of this allegation in the over 2 years since leaving federal parliament as a Ministerial Adviser.

About the allegation in question by Rosie Lewis, I wish to state it is categorically false and I appreciate the phone contact from my line manager Josh during what has been the most challenging and traumatic time of my life.

While I will always seek to be as open and honest with BATA as much as possible, you would appreciate that I am unable to go into specific detail about the allegation and processes that may have taken place over the past few months, however my legal team and support network are confident of a resolution to clear this matter in the near future.

I appreciate the position BATA, like me has been put in with such an allegation being made, especially through frivolous and politically strategic means in the media. I feel the successful start I have made to joining BATA over 6 months ago positions me well to now continue in my employed role and I am open to having discussions regarding all options for me continuing the regulatory and external affairs work for BATA which I have and will continue to enthusiastically support.

I have been well supported medically and otherwise from my mums' home in Toowoomba, Queensland and for the short to medium term this would be a preferable location for a gradual return to work, with close proximity access to airports for travel if needed as well as BATA's Brisbane office.

In relation to my ability to engage the Government on behalf of BATA, these false allegations in my view have not hindered the relations within my political network, my unique skillset to effectively advise the business on regulatory affairs and policy or effect state and federal policy changes to further the business financially.

I look positively toward returning to support BATA's core business undertakings as I had successfully been doing prior to the 15<sup>th</sup> of February.