

Board of Directors



Lord Grade of Yarmouth ‡ Chairman

Lord Grade joined the Board as Chairman in 2006. He has had a long and distinguished career in broadcasting, encompassing ITV, BBC and over nine years as Chief Executive of Channel 4 Television. He is currently a Non-Executive Director at WRG Worldwide Limited, the Chairman of Pinewood Shepperton plc and also Chairman of James Grant Group Limited. He was appointed a member of the Press Complaints Commission Limited in April 2011. In November 2010 a Peerage of the United Kingdom for Life was conferred upon Michael.



Tim Steiner Chief Executive Officer

Tim is a founding Director. He has responsibility for keeping a general oversight of the business and strategy. Prior to Ocado, Tim spent eight years as a banker at Goldman Sachs. During his time there, he was based in London, Hong Kong and New York in the Fixed Income division. Tim graduated from Manchester University with an honours degree in economics, finance and accountancy in 1992.



Neill Abrams Legal and Business Affairs Director

Neill has been a Director since September 2000, having previously advised Ocado since its founding. He is responsible for Ocado's business support, including legal, insurance, risk management, and human resources divisions. Prior to Ocado, Neill was a barrister in practice at One Essex Court and an executive director and counsel at Goldman Sachs in London. Neill graduated from Sidney Sussex College, Cambridge with a masters degree in law in 1989, having previously obtained BA and LLB degrees from the University of the Witwatersrand in Johannesburg. He is also admitted as a member of the New York Bar and as a South African Advocate.



David Grigson * ‡ Non-Executive Director and Senior Independent Director

David joined the Board in March 2010. He is the Board's Senior Independent Director and chairman of the Nomination Committee. He has held a number of posts, including Chief Financial Officer at Reuters Group PLC, Group Finance Director at Emap PLC, Chairman of EMAP Digital Limited and Non-Executive Director of Carphone Warehouse PLC. He is currently a Non-Executive Director at Standard Life PLC and Trinity Mirror plc and is Chairman of Creston PLC. David is a member of the Chartered Accountants of England and Wales and studied Economics at the University of Manchester.



Ruth Anderson * † ‡ Non-Executive Director

Ruth joined the Board in March 2010. She is chairman of the Audit Committee. Until April 2009 she was a Vice-Chairman of KPMG in the UK. She joined KPMG in 1976 and became a partner in 1989. She has worked extensively as an adviser with UK and international businesses. Ruth is a Non-Executive Director of Travis Perkins plc and The Royal Parks, an executive agency of the Department of Culture, Media and Sport. Ruth is a fellow of the Institute of Chartered Accountants of England and Wales and a member of the Chartered Institute of Taxation. Ruth graduated from Bradford University with an honours degree in French and Spanish.



Robert Gorrie * † ‡ Non-Executive Director

Robert joined the Board in 2000, as the Logistics Director. In May 2006 he became a Non-Executive Director. Prior to Ocado, he was Group Director of Information Technology at Transport Development Group PLC where he spent ten years in a variety of commercial and operational roles. Prior to that he spent ten years in North America with the logistics service business Christian Salvesen PLC, where he reached the position of Director of Business Development. Robert graduated from Corpus Christi College, Oxford with an honours degree in modern history and economics.



Andrew Bracey
Chief Financial Officer

Andrew joined the Board as Chief Financial Officer in November 2009, having previously advised Ocado since its commencement. Prior to Ocado he had an 18-year career in investment banking; at Jefferies International, at Barclays Capital as Managing Director of Principal Investments where he undertook a number of consumer and retail investments, including Somerfield, as Managing Director in Investment Banking at Credit Suisse and at UBS. He studied history of architecture at Magdalene College, Cambridge, having previously obtained a BA from the University of East Anglia. Andrew notified the Company in January 2012 that he intended to resign from the Board, will be leaving after the publication of this annual report.



Jason Gissing
Commercial Director

Jason is a founding Director. He has Board responsibility for Ocado's retail activities, including buyer; supplier and customer relationships, marketing and brand development. In addition, Jason leads Ocado's green initiatives. Prior to Ocado, Jason spent eight years as a banker at Goldman Sachs. He graduated from Worcester College, Oxford with an honours degree in jurisprudence in 1992.



Mark Richardson
Operations Director

Mark joined the Board in January 2012, having been Ocado's Head of Technology since 2001. He is responsible for the day-to-day running of the Ocado operation, including Customer Fulfilment Centres, logistics developments, business planning, engineering and IT. Prior to Ocado, Mark was at the John Lewis Partnership, where he held a number of IT positions, including Head of Selling Systems at Waitrose. Mark graduated from University College London with a physics degree.



David Young CBE * † ‡
Non-Executive Director

David joined the Board in 2000 with the initial investment in Ocado by John Lewis. He is the chairman of the Remuneration Committee. David was a member of the board at John Lewis between 1982 and 2002, where he was Finance Director and later appointed as Deputy Chairman. Having held a number of senior positions, he is currently the Treasurer of Sheffield University. David read PPE at Corpus Christi College, Oxford. David will be leaving the Board after the AGM on 23 May 2012.



Jörn Rausing † ‡
Non-Executive Director

Jörn joined the Board in 2003 with the initial investment by Apple Trust (now the Apple II Trust, of which he is a beneficiary) in Ocado. He is a Non-Executive Member of the Tetra Laval Group board, and a Member of the boards of Alfa Laval AB and DeLaval Holdings AB. Jörn is also Tetra Laval Group's Head of Mergers and Acquisitions. He holds a degree in business administration from Lund University, Sweden.



Douglas McCallum † ‡
Non-Executive Director

Douglas McCallum joined the Board in October 2011. Doug has been a pioneer of the internet industry for 17 years; for the last ten years at eBay where he led the UK business and then turned around the pan-European business. Prior to eBay he was founder and general manager of a number of businesses in the internet, broadcasting, software and hardware industries. Douglas read PPE at the University of Oxford, and has an MBA from Harvard Business School.

* Audit Committee † Remuneration Committee ‡ Nomination Committee