



Director/PDMR Shareholding

25 March 2013

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Bonus Co-investment Plan

The Company have been notified that on 22 March 2013 the following Directors and Persons Discharging Managerial responsibility (PDMR) have purchased ordinary shares of 25p each in the Company under the terms of the 2005 Bonus Co-investment Plan.

The purchases involved, and the maximum number of matching shares which may vest on the full achievement of the three year performance targets are as follows:

Name	Date	Share price	Contributory shares purchased	Maximum matching shares
John Geddes	22 March 2013	756p	127	165
David McIntosh	22 March 2013	756p	490	1,020
Craig Smyth	22 March 2013	756p	2,831	5,899

Bonus Share Plan

The Company have been notified that on 22 March 2013 the following Directors and Persons Discharging Managerial responsibility (PDMR) have purchased ordinary shares of 25p each in the Company under the terms of the Company's Bonus Share Plan.

Name	Date	Share price	Shares purchased
John Geddes	22 March 2013	756p	560
David McIntosh	22 March 2013	756p	612
Craig Smyth	22 March 2013	756p	3,539

Long Term Incentive Plan

The Company has today, 25 March 2012, received acceptances from the individuals noted below and therefore made nil cost awards of ordinary shares of 25p each under the Company's 2007 Long Term Incentive Plan. The awards are subject to three year performance criteria.

Name	Date	Number of Shares
John Geddes	22 March 2013	11,090
David McIntosh	22 March 2013	36,675
Craig Smyth	22 March 2013	40,973



Following the above transactions the resulting beneficial holdings are as follows:

Name	Total shareholding	Percentage of issued share capital
John Geddes	10,502	0.02%
David McIntosh	84,097	0.14%
Craig Smyth	116,734	0.20%

This notification relates to both (i) a transaction notified in accordance with DR 3.1.4R(1)(a); and (ii) DR 3.1.4(R)(1)(b) a disclosure made in accordance with section 793 of the Companies Act 2006

Name of contact and telephone number for queries:

Mr Kashif Rashid 0131 459 8186

Name and signature of duly authorised officer of issuer responsible for making notification.

MR JOHN GEDDES, COMPANY SECRETARY