

Annex A

From: Joe Griffin

Sent: Thursday, September 18, 2025 8:48 PM

To: [redacted S.38(1)(b)] ; First Minister ; [redacted S.38(1)(b)] ; Permanent Secretary

Cc: [redacted S.38(1)(b)] ; Director Propriety and Ethics ; [redacted S.38(1)(b)] ; Cabinet Secretariat Inbox ; Communications Finance and Local Government ; Communications First Minister ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; Ashleigh Gray ; [redacted S.38(1)(b)] ; Geoff Huggins ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; Julie Grant ; Andrew Bruce ; Colin McAllister ; Helen Webster ; Sean McGivern ; Jack Middleton ; Anna Kynaston ; Joe Griffin ; Minister for Parliamentary Business 2024

Subject: RE: FOR CLEARANCE - media requests for comment - allegations re Minister for Parliamentary Business - various

fine for me thanks.

From: [redacted S.38(1)(b)]

Sent: Thursday, September 18, 2025 8:46:47 PM

To: First Minister ; [redacted S.38(1)(b)] ; Permanent Secretary

Cc: [redacted S.38(1)(b)] ; Director Propriety and Ethics ; [redacted S.38(1)(b)] ; Cabinet Secretariat Inbox ; Communications Finance and Local Government ; Communications First Minister ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; Ashleigh Gray ; [redacted S.38(1)(b)] ; Geoff Huggins ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; Julie Grant ; Andrew Bruce ; Colin McAllister ; Helen Webster ; Sean McGivern ; Jack Middleton ; Anna Kynaston ; Joe Griffin ; Minister for Parliamentary Business 2024

Subject: RE: FOR CLEARANCE - media requests for comment - allegations re Minister for Parliamentary Business - various

Many thanks [redacted S.38(1)(b)]

Grateful for PermSec clearance before issuing.

Best wishes

[redacted S.38(1)(b)]

From: [redacted S.38(1)(b)] **On Behalf Of** First Minister

Sent: 18 September 2025 20:38

To: [redacted S.38(1)(b)] ; Permanent Secretary

Cc: [redacted S.38(1)(b)] ; Director Propriety and Ethics ; [redacted S.38(1)(b)] ; Cabinet Secretariat Inbox ; Communications Finance and Local Government ; Communications First Minister ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; [redacted S.38(1)(b)] ; Ashleigh Gray ; [redacted S.38(1)(b)] ; Geoff Huggins ; [redacted S.38(1)(b)] ; Julie Grant ; Andrew Bruce ; Colin McAllister ; Helen Webster ; Sean McGivern ; Jack Middleton ; Anna Kynaston ; Joe Griffin ; Minister for Parliamentary Business 2024 ; [redacted S.38(1)(b)]

Subject: Re: FOR CLEARANCE - media requests for comment - allegations re Minister for Parliamentary Business - various

[redacted S.38(1)(b)]

The FM has cleared.

Thanks

[redacted S.38(1)(b)]

From: [redacted S.38(1)(b)] @gov.scot;

Sent: Thursday, September 18, 2025 7:26:17 PM

To: First Minister <FirstMinister@gov.scot>; Permanent Secretary
<PermanentSecretary@gov.scot>

Cc: [redacted S.38(1)(b)] @gov.scot; Director Propriety and Ethics
<DirectorProprietyandEthics@gov.scot>; [redacted S.38(1)(b)] @gov.scot; Cabinet
Secretariat Inbox <CabinetSecretariat@gov.scot>; Communications Finance and Local
Government <CommunicationsFinanceandLocalGovernment@gov.scot>;
Communications First Minister <CommunicationsFirstMinister@gov.scot>; [redacted
S.38(1)(b)] @gov.scot; [redacted S.38(1)(b)] @gov.scot; [redacted S.38(1)(b)]
@gov.scot; Ashleigh Gray <Ashleigh.Gray@gov.scot>; [redacted S.38(1)(b)] @gov.scot;
Geoff Huggins <Geoff.Huggins@gov.scot>; [redacted S.38(1)(b)] @gov.scot; [redacted
S.38(1)(b)] @gov.scot; Julie Grant <Julie.Grant@gov.scot>; Andrew Bruce
<Andrew.Bruce@gov.scot>; Colin McAllister <Colin.McAllister@gov.scot>; Helen
Webster <Helen.Webster@gov.scot>; Sean McGivern <Sean.McGivern@gov.scot>;
Jack Middleton <Jack.Middleton@gov.scot>; Anna Kynaston
<Anna.Kynaston@gov.scot>; Joe Griffin <Joe.Griffin@gov.scot>; Minister for
Parliamentary Business 2024 <MinisterPB@gov.scot>; [redacted S.38(1)(b)] @gov.scot

Subject: FOR CLEARANCE - media requests for comment - allegations re Minister for
Parliamentary Business - various

For clearance - FMPO and Permanent Secretary

CCing for awareness Minister/PO,

A number of media outlets have requested lines on SG's position following the
allegations made against the Minister for Parliamentary Business at the conclusion of
FMQs.

In addition, the Scottish Sun posed specific questions in full below.

As it stands, officials are not aware of any complaint under the ministerial code being raised
with SG or FMPO.

Grateful for clearance of suggested line, agreed with policy and SpAds.

Thanks,

[redacted S.38(1)(b)]

A Scottish Government spokesperson said:

“Mr Hepburn has personally responded to these comments. Any allegation, if received,
would be considered in due course.”

Scottish Sun query

1) Does the First Minister consider Jamie Hepburn's behaviour to be in line with Section 1.5 of
the Ministerial Code?

2) Will the First Minister refer Mr Hepburn's alleged behaviour to the independent advisers on
the Ministerial Code?

3) Have the independent advisers on the Ministerial Code notified the First Minister that they are
minded to investigate Mr Hepburn's behaviour under their terms of reference?

[redacted S.38(1)(b)]

[redacted S.38(1)(b)]

Senior Media Manager

[redacted S.38(1)(b)]