



Mr Gerry Light  
General Secretary  
Mandate Trade Union  
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13<sup>th</sup> May 2021

Dear Mr Light,

I refer to your recent correspondence.

With regard to your letter of the 6<sup>th</sup> May we will be reverting to you with a response in due course once we have had the opportunity to fully assess the current and anticipated market conditions, and the needs of our colleagues.

With regard to your letter of the 7<sup>th</sup> May we continue to support our colleagues' health and wellbeing and have maintained appropriate measures reflective of current conditions, including how we can best support colleagues who wish to avail of vaccine appointments. Any colleague who has a query in this regard should raise this with his/her line manager.

Yours sincerely,

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Frank Timmins  
**Head of Employee Relations**



Kari Daniels (Chief Executive) (UK), Geoff Byrne,  
Cathal Deavy, Surojit Majumder (India), Joe Manning

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