

Mr Gerry Light  
General Secretary  
Mandate Trade Union  
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14<sup>th</sup> June 2021

Dear Mr Light,

I refer to the most recent correspondence received from Mandate trade union, both of the same date.

On pay, as previously advised, once we have had the opportunity to fully assess the current and anticipated market conditions and the needs of our colleagues, we will then revert to you with a response.

In this regard we refute the suggestion that we are in any way in breach of our obligations under the existing collective agreements and any suggestion to the contrary is, quite frankly, disappointing given that Tesco Ireland remains the only food retailer who recognises the trade union across all of our stores.

With regard to the bonus, we are at a loss as to why you are again seeking clarity on this given that the payment of bonuses to store colleagues was communicated to colleagues on the 15<sup>th</sup> April, with payment taking place on the 11<sup>th</sup> June. Therefore, as of the date of your previous letter regarding this matter, the clarity on the bonus had already been given to our colleagues.

With regard to our support for our colleagues' health and wellbeing, we reaffirm our response to you on the 13<sup>th</sup> May. Your union is fully aware that the Company's approach throughout this pandemic to date has been one of support for our colleagues, and being leaders in retail in the measures we have put in place for colleagues. It would have been more useful, rather than making claims of inconsistencies in our approach, to have provided supportive data instead of broad statements which could be considered defamatory in tone.

We would again advise that any colleague who has a query, or a concern, 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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