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**Mr Gerry Light**  
**General Secretary**  
**Mandate Trade Union**  
**O'Lehane House**  
**9 Cavendish Row**  
**Dublin 1**

28<sup>th</sup> June 2021

Dear Gerry

Further to recent correspondence, I am writing to invite you to meet with company representatives on **Monday 12<sup>th</sup> July** to commence consultation regarding the pay and benefits of Tesco Ireland colleagues, who are members of Mandate trade union.

As a company, we have been building our long-term business plan, and as we cascade that plan, we will share with colleagues our vision for the further evolution of our colleague experience within the plan. As you may be aware, through our annual colleague survey (Every Voice Matters), 9 out of 10 colleagues recommend Tesco as a great place to work and we are committed to enhancing that experience where possible based on colleague feedback. This is further endorsed with Tesco been accredited as one of Ireland's best large workplaces for a fourth consecutive year.

As we move out of Covid19 restrictions (in line with Government guidelines) we want to bring even more certainty to Tesco colleagues regarding their work, reward, and benefits, in what has and remains a period of uncertainty in the Irish economy.

It is against this background that we wish to engage in meaningful discussions with the trade unions with whom we have a collective agreement. The purpose and focus of these discussions will be to:



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

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1. Share an outline of our long-term business plan and the challenges we face
2. The positive vision we have for our colleagues within that plan
3. Discuss pay and reward for our colleagues
4. Agree a schedule for these focused discussions

I would appreciate if you can confirm availability for 12<sup>th</sup> July and I look forward to our discussions.

Regards



**Maurice Kelly**  
**People Director**  
**Tesco Ireland**



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