



Britvic Ireland Ltd  
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29 November 2021

Mr Keith Pollard  
Divisional Organiser  
Mandate Trade Union  
9 Cavendish Row  
Dublin 1

Re: Britvic Ireland - Annual Salary Review for 2022

Dear Keith

I am writing to confirm the Company's proposal in relation to salary increases for the 2022 calendar year.

The context for this pay proposal reflects both positive and adverse business performance issues currently faced by Britvic Ireland.

On the positive side, I am pleased to confirm that we achieved our key targets on revenue growth and profitability for the FY21 year which ended on 30th September 2021. However, for the year coming Britvic PLC and in particular Britvic Ireland are facing into very difficult trading conditions. We are dealing with myriad potential headwinds, from the residual uncertainty of the pandemic to cost inflation, several significant supply chain issues and the increasing, but necessary, cost of improving Sustainability. Britvic Ireland also continues to trade at a significantly lower margin than the other BUs, something which we must address in order to justify ongoing investment by the Plc.

Taking all the above into account, the proposal is to increase basic pay by 2.25% which is a significant stretch considering the cost challenges faced by the business for the coming year. This will be applied effective from 1st January 2022 for a period of 12 months to 31st December 2022.

The standard clauses of "cooperation with normal ongoing change" and "adherence to full dispute resolution procedures" will apply for the duration of the agreement.

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Registered in Dublin, Ireland  
No. 7661  
VAT No. IE 8Y56190M

This pay increase applies to all employees of Britvic Ireland that are covered by collective agreements between Britvic Ireland and Mandate.

I would appreciate if you could confirm in writing if you accept Britvic's pay increase proposal as outlined above.

Yours sincerely

A handwritten signature in black ink that reads "Sian Young". The signature is written in a cursive, flowing style.

Sian Young  
Head of People & Planet  
Britvic Ireland