

BROWN THOMAS | ARNOTTS

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Mr. Jonathan Hogan

Divisional Organiser

Mandate

O'Lehane House

9 Cavendish Row

Dublin 1

29/11/2021

Dear Mr. Hogan

I have pleasure in confirming to you the details of the Brown Thomas Arnotts (BTA) offer on pay, which was reached after productive discussions last Thursday and Friday.

At the outset, I wish to pay tribute to the true spirit of partnership under which these challenging pay talks took place and welcome Mandate's recognition and support for the BTA business, given the uncertainty of the pandemic. I would also wish to thank all of the BTA staff for their dedication and commitment to our business over the past two years.

To confirm, our offer is a 2% uplift on all retail and clerical hourly pay scales, retrospective to 3rd May 2021 for a period of 12 months, expiring at the end of April 2022. As BTA continues on its journey to enhance our employee benefits package, we commit to engage with your good selves no later than the end of March 2022, with a view to having a subsequent pay deal brokered before this current pay deal expires.

Furthermore, it is BTA's intention to have more active engagement with both local shop stewards and union officials going forward. I will be seeking to establish a monthly/bi-monthly cadence of meetings as required, and look forward to these conversations leading to mutually beneficial outcomes.

This offer is made in utmost good faith and subject to your confirmation that the terms described above are acceptable to your members. Both sides remain committed to harmonious industrial relations and no cost increasing new claims during this agreement.

Yours sincerely,

Brown Thomas Arnotts

Joe O'Loughlin

Head of ER/IR