



Britvic Ireland Ltd  
Kylemore Park West  
Dublin 10  
Ireland  
Tel: 00 353 1 616 1200  
Fax: 00 353 1 616 1395  
[www.britvic.ie](http://www.britvic.ie)

9<sup>th</sup> December 2022

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

**Re: Britvic Ireland - Annual Salary Review for 2023**

Dear Keith

In response to your letter dated 24<sup>th</sup> November in relation to the annual salary review agreement 2022 between Britvic Ireland and Mandate members being due to expire. This letter outlines Britvic Ireland's proposal in relation to a salary increase for the 2023 calendar year. The context for this pay proposal reflects both positive and adverse business performance issues currently faced by Britvic Ireland.

On a positive note, we are pleased to report that Britvic Ireland has seen growth in both revenue and profit over the last 12 months. This can be attributed in the main to volume growth as the country and businesses rebounded from the impact of COVID in the previous year. However, the year was challenging on many fronts particularly due to cost increases on raw materials, packaging, and consumables which added to our already relatively high fixed cost base when compared to our Britvic GB business and our competitors. In response we had to pass on price increases to our customers as well as work with procurement on cost mitigation options and seek other significant cost reduction changes.

For the coming year Britvic Ireland is facing into very difficult trading conditions. The level of cost increases across a range of cost areas such as energy, sugar, cans, PET, etc. is even higher this year than the previous year as the continued impact of the COVID rebound globally and the Ukraine crisis massively impacts commodity availability and therefore cost. The regulatory environment is also requiring us to invest significantly in areas such as tethered caps and the Deposit Return Scheme on top of the capital investment we already need to improve our sites. All of which make the next 12 months particularly challenging for our business model.

Registered Office:  
Britvic Ireland Ltd  
25/28 North Wall Quay  
Dublin 1

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VAT No. IE 8Y56190M

Despite all of the above challenges, we recognise the cost-of-living crisis is impacting all of our employees and for that reason we are proposing to increase basic pay by 5%, to be applied effective from 1<sup>st</sup> January 2023 for a period of twelve months to 31<sup>st</sup> December 2023.

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

**Anita Gallagher**  
**0860416596**  
**HR Business Partner**  
**Britvic Ireland**