



FRASERS GROUP PLC

Heatons Unlimited Company
IDA Business Park
Whitestown, Tallaght, D24

Ms. Amanda Kane
Divisional Organiser
MANDATE Trade Union
O'Lehane House
9 Cavendish Row
Dublin 1

4th September 2023

Re: Heatons & Sports Direct/MANDATE - National Agreement

Dear Ms. Kane,

Further to our recent meetings, I enclose details of the proposals which we put forward for ballot as an integrated and complete set of agreed issues.

1. Pay Increase

The Company will pay a 5% increase to all current hourly paid employees, back dated to the 1st January 2023 and will pay a further 2% increase to all hourly paid employees on the 1st January 2024. Please see Appendix 1 for further information.

2. Pay Scale

The Company's Pay Scale will apply to all new employees who are recruited from the date of this agreement.

The new Pay scale will be as follows:

Band 1 – Year 1-3	€11.87
Band 2 – Year 4	€12.31
Band 3 – Year 5	€13.09
Band 4 – Year 6	€15.11

The above pay scale will apply to all Stores in the ROI (exclusive of the current Roscommon employees. The above rates will apply to new starts in the Roscommon Store from the date of agreement and commission will no longer be applicable).

This Pay Scale is applicable until the end of this Agreement and is subject to further review at that stage.

3. Five Star scheme

The Company will continue to operate the 5 Star Scheme in the Sports Fascia's.

All employees must continue to be flexible in line with current contracts of employment and existing company practice.

F R A S E R S G R O U P

Heatons Unlimited Company Registered in Republic of Ireland - Company Registration: 11229

Registered office: IDA Business Park, Whitestown, Tallaght, Dublin D24 VY75

4. Sunday Pay

Time and a quarter for all Employees for all hours worked on a Sunday from January to November will continue to apply. Current local agreements will remain for the four Sundays prior to Christmas. For any new recruit's post date of the agreement of the 27th February 2012, time and a quarter will apply to all hours worked on a Sunday from January to November and time and a half will apply for the four Sundays prior to Christmas.

5. Christmas Bonus

The Christmas Bonus will continue for all qualified employees under the current arrangements but does not apply to any new recruits from the 25th April 2014.

6. Security

The Company will continue to have an ongoing commitment to the security, health, safety and wellbeing of all its employees. The Company does not expect Sales Assistants to perform the role of a Security Guard in a Store, however we do expect our Employees to have a security awareness and to escalate any issues of concern to a member of the Management Team. The Company does not expect any employee to put themselves in danger at any time.

7. Rosters

The Company will display employee rosters no later than lunchtime on Tuesday for the following week and on the Friday of the same week for the subsequent week (the Company will endeavour to do this where possible). However, Rosters for the subsequent week may be subject to change where a business need arises up to lunchtime on Tuesday the week before. There may exceptional occasions throughout the year that this may be difficult due to system/technical issues & due to the operational needs of the business.

8. Contracts of Employment and Hours of work.

Those employees who have full time, 4 – 12 hours, 12 -16 hours or 16 – 24 hours Contracts of employment will retain same.

The Company will engage with requests from any Employee in relation to their working hours and will be guided by any relevant legislation in respect of same.

9. Staff Discount

The Staff Discount Policy will continue as is:

- Discount is applicable up to a maximum of €250 worth of discount, i.e. €1,250 spend in a calendar month.
- 20% discount on all Stock (not applicable to gift cards or bags, exclusions apply in certain fascia's and times of the year).
- The Staff Discount can be used for purchases for the Employee and their immediate family members (the Employee must be present at the time of the transaction).
- The use of Staff Discount is Monday to Sunday inclusive.

10. Service Days

The following will apply in relation to service days based on service.

o +5years service	1 service day
o +10years service	2 service days
o +15years service	3 service days
o +20years service	4 service days
o +25years service	5 service days

The employee is entitled to the additional service days once they have completed the relevant service with the Company by the 1st January of the current holiday year.

11. Service Pay

As per the 2011 agreement, service pay will not apply for any employees recruited after the 15th March 2011.

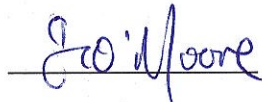
12. Pension Scheme

The Company is part of a Contributory Pension Scheme and all Employees are eligible to join. The scheme is a non-compulsory plan where contributions are deducted from earnings. The contributions of 7% from the Employee, along with contributions of 3% paid by the Company are paid into a trust fund, which is built up and used to pay members their future benefits. If an Employee is interested in joining the Pension Scheme, they should contact their Store Manager who can obtain the relevant information from the HR Department in Head Office.

The parties to the agreement confirm their acceptance of the terms and conditions as contained within the collective agreement. Furthermore, it is accepted that no cost increasing claims or alterations to the agreement will be submitted for the duration of the agreement.

The above proposal is strictly conditional on full acceptance of this agreement by all parties concerned. The terms of the agreement will continue until the 31st December 2024 and are subject to review by the parties at that stage.

Yours sincerely,



Ms. Sinead O'Moore
Human Resource Manager

CC: General Mandate File

Appendix 1:

Rates of Pay with effect from the 1st January 2024

Band 1 – Year 1-3	€12.09
Band 2 – Year 4	€12.54
Band 3 - Year 5	€13.34
Band 4 - Year 6	€15.40
