



Mr Frank Timmins
Head of Employee Relations
Tesco Ireland
Gresham House
Marine Road
Dun Laoghaire
Co Dublin

JH/LF
8 February 2022

Announcement in Stores of RSO Redundancies

Dear Mr Timmins,

Further to the Company's announcement and communication to our members early this morning that all RSOs are to cease being directly employed by Tesco and will transfer to OCS, it is both extremely disappointing and disrespectful to the workers that Mandate who represent members within this role, were not engaged meaningfully in advance of the announcement by store management on the 8th February 2022.

Worryingly, the announcement has delivered so many uncertainties for our members impacted by the Company's communication, with some members being briefed by store managers and other reports of members hearing the news from other sources and feeling unwanted by the Company which is shocking.

In light of the above, Mandate is seeking an immediate meeting with company representatives to discuss these proposed changes. We are asking that no further developments take place until meaningful discussions commence in relation to same. It is also our intention to arrange an immediate national meeting of all our RSO members to determine our next steps regarding the announcement. Given the seriousness of the situation, the undersigned is seeking a meeting at the earliest opportunity.

Yours sincerely
For Mandate Trade Union

A handwritten signature in black ink, appearing to read 'Jonathan Hogan', is written over the typed name and title.

Jonathan Hogan
Assistant General Secretary

Mandate Head Office
O'Lehane House
9 Cavendish Row
Dublin 1

t (01) 8746321 / 2 / 3
f (01) 8729581
e mandate@mandate.ie
w www.mandate.ie

General Secretary: Gerry Light
Registered Number: 604T