



GMB Scotland
16/1 Timber Bush
Leith
EH6 6QH

Kenny Irwin
Diageo
5 Lochside Way
Edinburgh
EH12 9DT

Dear Kenny,

Diageo Pay Offer

I am writing to you regarding Diageo's 2018/19 pay offer. GMB have made it clear that our members have convincingly rejected Diageo's below inflation pay offer of 3% and £85 product allowance increase. GMB ballot result returned an 81% rejection of this real terms pay cut. The Diageo pay offer was below the expectations of the pay claim, did nothing to guarantee employment and will cut the spending power of GMB members.

The insistence that this is the final offer and that it is deemed fair and reasonable is extremely disappointing. Diageo are a massively profitable company and you do not need to bolster your profits further by cutting the spending power of your hardworking and loyal staff. If the Chief Executive in Diageo can offer themselves eye-watering pay increases then you can better reward the staff who make, mature and bottle the products you couldn't make profit without.

GMB proposes that Diageo meet with the trade unions, preferably with the assistance of ACAS to increase your pay offer. If you are unwilling to meet with GMB to increase your offer and keep to your stance that this unacceptable offer is final, then you will leave GMB with no option but to escalate this issue to an industrial action ballot.

Let me be absolutely clear that an escalation to an industrial action ballot will be a result of Diageo's intransigence. The attitude and approach of Diageo's employment relations with our union since the initial pay talks has been uncalled for at best and contemptuous at worst. GMB will not be treated with such disrespect by any employer.

As a serious trade union prioritising the defence of our members' interests, and given the growing severity of this situation, I expect your earliest possible response to our proposal.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Keir Greenaway', written over a series of horizontal lines.

Keir Greenaway
GMB Scotland Organiser