Dorcas Road
Banbury
Oxfordshire
OX16 4XJ

Sent by email – 18th November 2026

Dear Stuart and Adrian,

Further to the joint pay negotiations meetings held on Thursday 9th July, Wednesday 19th August, Wednesday 2nd September 2026, 29th October and 17th November 2026. I write to confirm the offer below which you have agreed to ballot on a joint basis.

Our approach through pay talks has been to engage closely to negotiate a pay offer that is both fair to our colleagues/your members and is also affordable and sustainable to Best.

Our improved formal offer is:

- 3.5% core award investment into basic pay and allowances for Warehouse
- 3% core award into basic pay and allowances and an additional Bank Holiday at premium payment for Transport. As agreed, this will be Easter Monday
- Commitment to increase further premium paid bank holidays as part of any offer

As discussed at the meeting on 17th November 2026 you advised you will ballot your members from 19th to 27th November 2026, with a full recommendation to accept, if you could please confirm these dates.

I look forward to receiving the combined ballot results from you and to continuing to work together in a constructive manner for the mutual benefit of our colleagues and the Best Food Logistics business.

Yours sincerely

Andrew Foster
Logistics Director

Best Food Logistics is a trading name of Booker Direct Ltd. (Registered number: 04004640) Registered office: Equity House, Irthlingborough Road, Wellingborough, Northamptonshire, NN8 1LT