



30<sup>th</sup> January 2019

Sandra White MSP  
1274 Argyle Street  
Glasgow  
G3 8AA

Dear Sandra,

Thank you for your letter regarding the changes we announced last week that have impacted employees based in the Vodafone Glasgow Office.

I wanted to reassure you we haven't taken the decision to move roles from our Glasgow office lightly. Currently our teams are spread out over a number of smaller offices across the UK. To ensure long term business success and with it the jobs of thousands of Vodafone employees, we need to make some difficult choices to help the UK business remain a leading digital technology and communications company. One of the tough decisions we had to make was to move some teams into larger centres of excellence across our consumer, digital and technology operations. This decision has impacted teams from across the UK, including 312 employees currently based in our Glasgow office.

We are not moving out of Scotland or closing our Glasgow office. Some roles will move from Glasgow but we will still have a sizable employee base at the office in Berkeley Square with 410 employees across Vodafone UK and Vodafone Group continuing to be based in two of the four buildings. They will be providing specialist support across technology, customer care and enterprise sales. We have tried to be flexible where possible, if the role allows, with a further 40 roles given the option of either being independently located or based in customer premises locally.

In addition, we will continue to invest more widely in Scotland, including making Glasgow one of our main 5G test beds and rolling out full fibre broadband to three Scottish cities in partnership with CityFibre. Vodafone will also retain a strong retail presence on high streets across Scotland along with over 500 employees based at our partner customer service centre in Kilmarnock.

We want to retain as many of the people affected by these changes as possible. As part of the consultation process with those employees impacted, we are working with them to assess their individual circumstances. We offer financial relocation support for those who wish to relocate, and appropriate redeployment as opportunities arise. If an employee cannot move with their role, then we will offer an enhanced redundancy package which will be above the statutory rate.



The Government Affairs team would be more than happy to work with you and Alison Thewliss MP to answer any further questions you may have regarding these changes. Alison has received the same letter. Please do not hesitate to contact Paul Morris, Head of Government Affairs, on [paul.morris1@vodafone.com](mailto:paul.morris1@vodafone.com).

Yours sincerely

A handwritten signature in black ink that reads "Nick Jeffery". The signature is written in a cursive style and is positioned above the printed name.

Nick Jeffery  
Chief Executive Officer  
Vodafone UK

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Page 2 of 2