



GMB

Mary Turner House,
22 Stephenson Way, Euston
London, NW1 2HD
020 7391 6700
info@gmb.org.uk
www.gmb.org.uk

Dear *Shareholder*

20th May 2022

GMB Union are delighted that we have recently agreed a voluntary collective agreement with Deliveroo that gives sole recognition rights to GMB Union, with Deliveroo riders' interests at the heart of the agreement.

As you gather for your Annual General Meeting, we wanted to provide some background on our union.

GMB Union was founded in 1889. We are the third largest trade union in the UK. We are affiliated to the Trades Union Congress - the UK's umbrella organisation for the trade union movement covering 5.5 million workers - and other TUC bodies of countries that have devolved administrations. We are also one of the founder organisations of the Labour Party. We were pleased that both organisations wholeheartedly welcomed and saw the value in our agreement with Deliveroo.

GMB realised back in 2012 that the direction of the economy, with new forms of working based on the use of new technology, would mean that the world of work in the UK would change. Whilst we have called out those companies that have used platform technology to exploit workers, we have recognised that many people are now actively seeking self-employed work and many want something different in their working life. We have always said that self-employed workers also deserve security and that we will work together with responsible companies to develop good, secure work.

Deliveroo has demonstrated to GMB that it is committed to supporting the riders it works with.

The agreement we have signed is meaningful. It contains collective bargaining on pay; consultation rights; will allow discussions and actions regarding the health, safety and well-being of riders; and the agreement will champion diversity and inclusion amongst riders. The agreement goes further: both parties are committed to delivering good work alongside security for riders and it gives riders a voice through their elected union representatives.

GMB Union has been growing its influence as an authority in the platform economy for many years. We are proud to have Deliveroo riders as members. Our agreements with other companies in other sectors of the platform economy have now yielded around 220k workers being covered by voluntary agreements, which have collective bargaining. We have numerous recognition agreements in food manufacturing, food retail, and other food delivery companies in the UK.

We have also developed flexible industrial structures for our members and activists in the platform sector. Our members in Deliveroo are telling GMB that the arguments are shifting. Those riders that we have spoken say they wish to retain their self-employed status, with the ability to choose when and where they work, but they also want fairness, decent benefits, a voice, and representation.

We look forward to working together to deliver good work and security for the tens of thousands of Deliveroo riders.

Yours Sincerely

GMB Union Couriers Email GMBriders@gmb.org.uk



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