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IMPERIAL TOBACCO GROUP LIMITED

IMPERIAL HOUSE 1 GROSVENOR PLACE LONDON SW1X 7HB
Telephone 01-235 7010 Telex 283732 Telegrams Impsgroup London SW1

12th October, 1972.

N.214

Dear Sir,

Tobacco Division

It has been decided to make the following changes relating to cigar and pipe and handrolling tobaccos in the organisation of the Tobacco Division to enable it, in these sectors, to trade in the most efficient and effective way in the U.K. and to be in a position to face the increased competition from overseas.

1. The Churchmans cigar business will be integrated with John Player & Sons. The cigar factory at Ipswich will, of course, continue in normal production but under the control of Player. W.D. & H.O. Wills' cigar manufacture, marketing and selling will not be affected.
2. The pipe and handrolling tobacco trade of the Division will be based on Ogden's, Liverpool who will subsequently assume responsibility for the manufacturing, marketing and selling of all pipe and handrolling tobaccos (except Golden Virginia and Three Nuns which will remain with Wills). The manufacture of Player's pipe and handrolling tobaccos and of the majority of Wills' pipe tobacco brands has already been transferred to Ogden's. The manufacture of Churchmans' pipe and handrolling tobaccos will continue at the Redcliff Street factory in Bristol, but will shortly come under the control of Ogden's.

THE SECRETARY,
BRITISH-AMERICAN TOBACCO CO.LTD.,
P.O. BOX 482,
WESTMINSTER HOUSE,
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LONDON, SW1P 3JE.

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Full discussions will take place with the employees affected by these changes, and with their representatives. Following these there is confidence that by

- (i) allowing for people leaving in the normal course of events,
- (ii) - offering early retirement facilities to those eligible and whom it may not be possible to fit into the new structure, and
- (iii) transfers to other parts of the Imperial Tobacco Group,

the difficulties as they may affect individuals in the transition will be reduced to a minimum. To this end alternative employment in the Group will be offered to all those who are prepared to move, if necessary, and who are not eligible for an early pension. No dates have been set for the completion of this re-organisation.

Yours faithfully,

J.R. HAIGH.

Secretary.

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